



AVOCATS SANS FRONTIERES  
IS LOOKING FOR ITS NEW :

## **Euromed Regional Director (M/F/X)**

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**Location:** Brussels, Tunis, or Rabat.

**Reports to:** General Directorate

**Department:** Management Committee / EuroMed Region

**Contract type:** 1-year fixed-term contract. National conditions.

**Deadline:** October 13, 2025

### **Our organization**

Avocats Sans Frontières (ASF) is an international non-governmental organization created in Belgium in 1992. ASF supports access to justice, the realization of human rights, and the fight against injustice in countries where human rights are threatened. ASF works in about ten countries in Europe and Africa and employs approximately 110 people in several offices (Belgium, Italy, Tunisia, Morocco, Democratic Republic of Congo, Niger, Central African Republic, Uganda, and Kenya). General coordination is managed from the Brussels office.

### **A. Context**

As part of its strategic development, Avocats Sans Frontières (ASF) has strengthened its presence in the Euromed region (Europe and the southern shore of the Mediterranean) by creating a position dedicated to proximity with beneficiaries and partners. This approach is part of the organization's decentralization dynamic and aims to integrate the regional perspective into the definition of international priorities. The objective is to ensure more relevant and higher-quality actions for the concerned populations, thanks to a precise understanding of regional dynamics, specialized expertise, and the establishment of strategic partnerships. This regional presence is concretely expressed through three main components: program and funding development, representation and institutional visibility, as well as team management and internal communication. The priority themes identified for the region focus on the fight against structural racism, migration dynamics, the defense of civic space, resistance to authoritarian drifts, and the promotion of decolonization approaches, but they can extend to other issues.

### **B. Main objectives of the position**

The function aims to guarantee the development of coherent and relevant ASF actions in the Euromed region by consolidating relationships with local and regional actors. It plays a role

of reference and unity within the region, and its unifying nature fully contributes to the promotion of the "One ASF" principle.

It also aims to:

- Define ASF's intervention and development strategy in the region and its countries, in accordance with the organization's vision and its institutional strategic framework.
- Ensure the development of programs and the search for funding sources for ASF's multi-country actions or in new intervention countries.
- Represent ASF, ensure its visibility, and position the organization as a cross-cutting actor on justice and human rights to develop partnerships and synergies.

## **C. Responsibilities**

### **1. Strategic**

The incumbent contributes to the organization's strategy at the regional and institutional level. He/she is in charge of:

- Conducting strategic monitoring and analyzing the political and socio-economic context of the intervention countries.
- Defining a multi-year regional intervention strategy in consultation with the General Director and the strategic committee, as well as ensuring its adaptation into country strategies in consultation with the Country Directors.
- Participating in the management of the institutional strategic framework within the Management Committee, based on the actions developed in the region.

### **2. Operational**

The incumbent is responsible for the proper conduct of development and supervision activities in the region. He/she is in charge of:

- Identifying development and intervention opportunities.
- Supervising the drafting of regional project proposals or proposals in new countries.
- Coordinating the mobilization of financial resources and defining a regional fundraising strategy.
- Supervising the Country Directors (or Program Coordinators) and regional functions.
- Ensuring that risk analyses (security, financial, reputational, etc.) carried out in the countries by each Country Director are updated and communicated to all relevant personnel.

### **3. Financial responsibilities - Budgetary commitment**

The position has no financial responsibility regarding budget commitment (is not a signatory for authorizing expenditures).

#### **4. Financial responsibilities - Budgetary implementation**

Full responsibility for the implementation of project and program budgets at the regional level, covering several initiatives (or transversally). The Regional Director ensures that the Country Directors fully assume their responsibilities in the financial management of projects. He or she also ensures that they apply the recommendations for good budgetary management.

#### **5. Technical expertise**

The position requires a solid capacity for analyzing judicial, political, economic, and social contexts, as well as an aptitude for defining intervention logics and developing strategic partnerships and networks. The desired profile must have in-depth expertise in human rights and justice, and be able to demonstrate the relevance of projects by defending them with clear and convincing arguments.

#### **6. Managerial expertise**

The position directly supervises the Country Directors in the region, as well as the regional functions currently composed of the Research and Learning Manager, the EU Advocacy Manager, the HR Manager, and the Finance and Operations Support Officer, as well as the Project Coordinator.

#### **7. Required experience**

At least 7 years of experience in a similar role is required.

#### **8. Impact**

The position has a direct impact on the organization's funding through the search for funding sources, and the development and maintenance of good relationships with current and potential donors. It also has an impact on ASF's strategic positioning by representing the organization to institutions, authorities, and other NGOs.

#### **9. Flexibility**

The position requires flexibility in terms of hours and travel, and demands significant availability (reachable on some weekends or evenings in case of emergency).

#### **10. Intensity**

Sustained pace, high time pressure, and a fast work rate. Requires significant intellectual complexity and cognitive load, combined with a strong emotional commitment and self-control.

#### **11. Tasks**

- **Domain A: Operational Strategy**
  - Conduct strategic monitoring and analyze the context of the intervention countries.

- Identify development and intervention opportunities.
  - Define a multi-year regional and country-specific intervention strategy.
  - Participate in the management of the institutional strategic framework.
- **Domain B: Program Development and Funding**
- Analyze contexts and identify relevant donors and stakeholders.
  - Identify, analyze, and supervise the drafting of project proposals.
  - Develop and maintain relationships with donors.
  - Coordinate resource mobilization and define a regional fundraising strategy.
- **Domain C: Representation and Visibility**
- Represent ASF to authorities, donors, and NGOs.
  - Create new networks by identifying strategic individuals and environments.
  - Participate in external exchange frameworks relevant to ASF.
  - Initiate and ensure the visibility of ASF, its actions, and its expertise.
  - In collaboration with the Head of Com / com department ; define an annual communication plan.
- **Domain D: Team Management and Internal Communication**
- Supervise Country Directors, regional functions and a project coordinator (recruitment, briefing, monitoring of objectives, development).
  - Centralize and disseminate information to and from ASF offices.
  - Ensure the use of communication and storage tools recommended by ASF.
  - Contribute to the analysis and monitoring of the security situation in the region.

## 1. Position in the function grid

Hierarchical Link	Functional Link
N-1 : 2 Country Directors + regional team + Project Coordinator.	N-1 : 2 Country Directors + regional team + Project Coordinator.
N+1 : General Director	N+1 : General Director

## 2. Skills :

- **Knowledge (theoretical knowledge):**
- Analysis of political, social, and economic context.
  - Knowledge of international cooperation and development mechanisms.
  - In-depth knowledge of human rights.
  - Budgetary and financial management, donor rules.
  - Oral and written proficiency in French and English. Arabic is an asset.

- **Know-how (practical, operational skills):**
  - Strategic and organizational planning.
  - Collaborative leadership and multicultural team management.
  - Project cycle management (planning, monitoring, evaluation).
  - Advocacy and awareness-raising.
  - Conflict management.
  - Negotiation.
- **Interpersonal skills (personal qualities, attitudes):**
  - Integrity, neutrality, and professional ethics.
  - Networking and partnerships.
  - Team spirit / constructivism.
  - Active listening.
  - Self-control.

### **What we offer**

- A strategic role at the heart of a committed and transforming organization.
- A dynamic and passionate international team.
- Great autonomy to structure and grow the EuroMed region.
- Exposure to major human rights issues on a global scale.
- A gross salary between €5,132.48 and €5,286.45 depending on experience.
- 1 meal voucher per day worked.
- 25 days per full calendar year on a full-time contract basis + policy for recovering days spent abroad.
- Teleworking allowance.
- 100% of public transport costs or mileage rate, depending on the chosen mode of transport and legal provisions (CP 329.02 in Belgium).
- Hospitalization insurance for you and your family.
- Group insurance.

### **To apply**

**Prerequisite:** work permit in the country (Belgium, Tunisia, or Morocco). Please send your CV, cover letter, and availability to [job@asf.be](mailto:job@asf.be), specifying "Directeur Régional EuroMed" in the subject line, before **October 13, 2025**.

*Only shortlisted candidates will be contacted by ASF. Thank you for your understanding.*