



Equality Myanmar

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Vacancy Announcement: External Consultant

Position	External Consultant / Team of Consultants
Category	Human Rights Documentation and Network Collaboration
Key Deliverable (s)	• HRD mapping • Five workshops • Technical Working Group framework • Standardized documentation template and guidance • Advocacy guidance • Workshop invitations and reports
External Service Provider Grade	Consultant (T3)
Location	Remote / hybrid, with workshop location(s) to be confirmed
Term	September-December 2026
Expected Contract start date	1 September 2026

Organizational Background: About Equality Myanmar (EQMM)

Equality Myanmar (EQMM) is a non-governmental human rights organization dedicated to promoting, protecting, and fulfilling fundamental rights across Myanmar, particularly in conflict-affected and marginalized communities. EQMM works at the intersection of grassroots empowerment and systemic change, ensuring that local voices inform national and international human rights processes.

EQMM believes that sustainable peace and democratic transition require communities to have the knowledge, skills, and platforms to claim their rights and hold duty bearers accountable. Through human rights education, documentation, advocacy, and emergency support, EQMM strengthens the capacity of human rights defenders (HRDs), civil society organizations (CSOs), and community members to respond to ongoing human rights challenges.

Operating in a highly complex and evolving context, EQMM uses flexible online and offline approaches and works through local partners and networks, including in hard-to-access and high-risk areas. Its work is guided by human rights principles, inclusion, intersectionality, do-no-harm, ethical engagement, and the safety and security of staff, partners, documenters, survivors, and affected communities.



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Purpose of the Consultancy

EQMM seeks an experienced external consultant, or team of consultants, to strengthen collaboration among human rights documentation actors. The consultant will support a participatory process to map existing actors and systems, establish shared coordination arrangements and technical standards, develop practical documentation and advocacy guidance, and facilitate five workshops that enable participating organizations to validate and adopt the resulting tools.

Key Responsibilities

- Develop an HRD mapping framework and map relevant actors, networks, capacities, systems, gaps, and opportunities for collaboration.
- Design and facilitate five participatory workshops using conflict-sensitive, survivor-centered, gender-responsive, inclusive, and do-no-harm approaches.
- Develop a framework and guidance for establishing a Technical Working Group (TWG), including membership, roles, decision-making, confidentiality, and accountability.
- Review existing tools and develop a standardized human rights documentation template and user guidance, incorporating data protection, consent, confidentiality, and security considerations.
- Support participating organizations to identify shared advocacy priorities and develop practical advocacy guidance.
- Prepare workshop materials, facilitate sessions, and produce concise workshop reports.
- Facilitate validation of key deliverables and incorporate feedback from EQMM and participating organizations.
- Coordinate regularly with EQMM and promptly raise any ethical, security, access, or delivery risks.

Expected qualification

- A master's degree or bachelor's degree in Human Rights, Laws, International Relations, Political Science, Social Science, Peace and Conflict Studies, Information Management or related field.
- At least 5 years of relevant professional experience in human rights documentation, investigation, monitoring, network coordination, capacity strengthening, or related areas.
- Experience in human rights/civil society mapping, documentation systems, information management, and evidence-based advocacy.
- Experience designing and facilitating participatory workshops, preferably in conflict-affected or high-risk settings.
- Strong understanding of Myanmar's human rights, political, social, and security context, including the operating environment of HRDs and CSOs.
- Excellent English communication, analytical, facilitation, and report-writing skills. Myanmar language proficiency is strongly preferred. Ethnic language skills are an asset.
- Strong commitment to human rights, integrity, neutrality, confidentiality, and do-no-harm principles.



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- Ability to work independently, meet deadlines, handle sensitive information securely, and coordinate effectively in online and hybrid settings.

How to apply

To apply, please send a copy of your or your team's CV / resume to ahc.eqmm@protonmail.com no later than **5:00 PM**, Thailand time, on **23 August 2026**, along with the following:

1. Cover Letter
2. Curriculum Vitae
3. A technical proposal outlining the proposed methodology, workplan, team roles (if applicable), safeguarding and data-security approach, and workshop facilitation approach.
4. A financial proposal in THB, including professional fees, estimated working days, expenses, and applicable taxes.
5. At least two relevant work samples or links, such as HRD mapping reports, documentation tools, network frameworks, advocacy guides, or workshop reports. Confidential and personally identifiable information must be removed or redacted.

Note: Detail of Workshop Package and Deliverables could be downloaded and referent here: [Detail of Workshop Package and Deliverables.pdf](#)

Early applications are encouraged, as applications will be reviewed throughout the advertising period, and the advertisement may close early. Only shortlisted applicants will be contacted.