



Vacancy Announcement #095/2024

Peace Building & Conflict Transformation Advisor – Civil Peace Service (CPS) 'Infrastructure for Dialogue'– I4D Program

Contract duration: 31.12.2025

Application deadline: 16.08.2024

Duty station: Addis Ababa

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) is an international cooperation enterprise. The Civil Peace Service (CPS) Programme of the GIZ works worldwide toward the prevention of violence and the promotion of peace with local communities affected by conflict. The CPS Programme works on the causes and consequences of conflict and violence, using capacity development of staff, organisations, and local communities as the main approach.

The GIZ-implemented Civil Peace Service (GIZ-CPS) has been operating in conflict transformation and dialogue in Ethiopia over more than fifteen years. The current "Infrastructures for Dialogue" (I4D) Programme supports Ethiopian civil society actors in the development of participatory and inclusive dialogue structures together with their local communities or constituencies. The GIZ-CPS Ethiopia also supports civil society organisations (CSOs) in expanding networks and communities of practice at different levels of society next to strengthening the capacities and effectiveness of the CSOs in their peace work. Overall, I4D aims for diverse social groups and communities to live peacefully together and to negotiate their different interests constructively and non-violently, supported by a well-established civil society functioning as a trusted partner/social structure that legitimately represents and advocates for all members of society in an inclusive dialogue.

Responsibilities and Tasks

- Advice and support to civil society partner organisations in the design, planning, and implementation of participatory, inclusive and effective dialogue formats with the target groups;
- Develop and update context, conflict and actor analyses as well as Reflecting on Peace Practice (RPP) assumptions and effects and structuring of organizational and adaptive learning processes;
- Content and technical support for partners in the implementation of dialogues, workshops and training in methods of non-violent conflict transformation with their target groups
- Explore and contribute to the capacity development needs of partner organisations as per their needs, including in the areas of dialogue, conflict transformation, conflict sensitivity, participation and inclusion;



- Contribute to the programme’s planning, team and strategy processes as part of an advisory team.

Duties will include:

- Preparation and updating of context, conflict, and stakeholder analyses, including gender, and system analyses as well as RPP assumptions and impacts;
- Guidance of partners in their Peace building, Conflict transformation and social inclusion work in the I4D Programme;
- Support of programme and team processes, including strategic planning as part of a pool of CPS experts (as necessary, support in the partner organisations);
- Facilitate and support smooth communication with partners around joint conflict transformation and dialogue projects;
- Contribute to planning, monitoring and evaluation of the CPS programme as well as knowledge management of the I4D Programme;
- Other Task assigned by Supervisor.

Required qualifications, competencies, and experience

Qualifications

- BA in Peace and Conflict Studies, Gender Studies, Human Rights, Political Sciences, Social Sciences, or other related fields.
- Advanced degree (MA in above mentioned fields) preferred

Professional experience

- 4 or more years of experience with least 3 years of professional work experience (with references) in peace building, gender and social inclusion work;
- Sound knowledge of and experience in dialogue processes, conflict sensitivity, gender sensitivity, intersectionality, conflict analysis, and social inclusion analysis;
- Skills to facilitate participatory and inclusive peace dialogues, workshops or trainings on capacity development.
- Proven experience in supporting CSOs, networks, or local initiatives including local communities in dialogue, conflict transformation, gender, participation, and inclusion.

Other knowledge, additional competencies

- Strong teamwork and interpersonal skills, showing sensitivity to work in intercultural contexts;
- Strong coordination and networking skills;
- Good organisational and time management skills allowing to work independently and prioritise workloads and tasks;



- Readiness and willingness to undertake extensive fieldtrips even under harsh conditions;
- Excellent proficiency in English (spoken and written);
- Proficiency of Amharic is required, other Ethiopian languages would be an asset;
- Excellent proficiency in MS Office Suite (Word, Excel, Power point, Outlook);
- Willingness to engage in tasks as required by management

Application procedure:

Interested and qualified candidates shall submit their motivation letter along with their non-returnable recent CV via Email: hreth@giz.de

Note:

Please make sure you mention your full name, the vacancy number and position title '**Your Full Name | Peace Building & Conflict Transformation Advisor #095/2024**' in the subject line of your email application.

Please note that the job title will be changed to "**Crisis, Conflict, and Disaster Advisor**" during the recruitment process.

Due to large number of applications, we categorize applications with the vacancy numbers.

Applications without vacancy number, position title and applicant's name in subject lines might not be categorized in the appropriate folder and could be disqualified.

Only short-listed candidates will be contacted.

We encourage persons with disabilities to apply for the position. In case of equal qualification, persons with disabilities will be given preference.

Applications from qualified women are encouraged.

"Please refer to our [brochure](#) to learn more about GIZ's attractive benefit package."

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