

Weltfriedensdienst e.V. (WFD) is a non-governmental organisation with 60 years of experience in project support worldwide. WFD is an implementing organisation of the Civil Peace Service Programme (CPS) of the German government.



For the CPS program in Zimbabwe the Weltfriedensdienst e.V. is looking for a

CPS advisor to support our partner organisation *Zimbabwe Human Rights Association* in Bulawayo, Zimbabwe

The *Zimbabwe Human Rights Association* (ZimRights) is a grassroots member organisation registered under the *Private Voluntary Organisations Act*. ZimRights is committed to peaceful, community-based development and the participation of citizens in democratic processes. ZimRights strives to protect and defend human rights in Zimbabwe through education, information, legal advice and assistance, lobbying and networking. With a grassroots approach, ZimRights implements measures in all ten provinces of the country through the existing member structures.

The organisation carries out a project aimed at promoting the capacity of citizens to use their constitutional rights and to express their demands and expectations to decision-makers in a competent and non-violent way. This project will be carried out in Bulawayo, Matabeleland South and Masvingo. ZimRights is therefore looking for a technical advisor who can develop a deeper understanding of the dynamics and causes of conflict in the provinces of Bulawayo and Matabeleland.

The work of ZimRights is determined by the strategic goals of the Civil Peace Service (CPS) and in particular by the CPS country strategy for Zimbabwe. Within the framework of this approach, great importance is attached to creating synergies between the various CPS partner organisations of the Weltfriedensdienst e.V. The advertised position therefore not only includes working with ZimRights, but also cross-project tasks that promote information and knowledge management and foster the cooperation between all CPS partners.

Your tasks

- General teamwork and collaboration in the implementation of the project jointly with colleagues in the partner organisation
- To support the work of ZimRights in advising communities and local leaders on the development of conflict transformation concepts and processes
- Supporting ZimRights in the application of innovative and context-specific methods for constructive conflict resolution
- Technical assistance to the Information Officer of ZimRights and other WFD partner organisations in the development and implementation of a communication strategy
- Training programme staff in the safe use of social networks
- Consulting on the implementation and administration of secure data management systems with ZimRights and other WFD partners
- Supporting WFD and its partners in Zimbabwe in developing an information and database on conflicts and peace-building in Zimbabwe
- If necessary, introduce secure *open source* information management *software that is* relevant for the CPS organisations and the project
- Support of the WFD country programme in building synergies between the CPS partners for an improved impact orientation

Your profile

- Relevant degree (e.g. Social Sciences, Political Science, Peace and Conflict Studies) and areas of specialisation or further training in the field of conflict management

- Relevant practical work experience in peace or development work, ideally in Africa
- Expertise and practical experience in methods and approaches of conflict transformation and civic participation
- Profound knowledge of data and information management methods
- Knowledge of the social, economic and political context of Zimbabwe
- Experience in NGO work, especially in the area of networking and synergy formation
- Valid driving licence / driving experience

Capabilities

- Sound understanding of advocacy work in conflict areas
- Excellent command of the English language (both written and spoken)
- Strong research and writing skills
- Ability to understand the needs of communities and local authorities
- Practical experience in working with NGOs, preferably in intercultural teams abroad
- Good network capabilities
- Excellent computer skills

Personal Attributes

- Team player, flexible and communicative
- Experience in consulting work in an intercultural environment
- A respectful, interculturally sensitive attitude and communication skills
- Ability to self-reflect
- Independent and effective way of working and ability to work under pressure
- Willingness to travel to rural areas and to the other project partners as well as to learn the local languages *Ndebele* and *Shona*

We offer

- An approx. two-year development aid contract with comprehensive social benefits and prospects of possible renewal; for contract summary see: https://wfd.de/wp-content/uploads/EH-Contract-Summary_2019.pdf
- A challenging and interesting field of work and a varied and adaptable workplace in a local organisation
- A preparatory phase in Germany (up to three months) with additional qualification opportunities
- Committed and competent colleagues in the partner organisation, in the WFD regional office in Harare and in the head office of Weltfriedensdienst e.V. in Berlin

Information on place of assignment

- Residence: Bulawayo (second largest city in Zimbabwe)
- Climate: cool, dry winters (June to September), hot summers with rainfalls (October - June)
- Medical care: good
- Shopping facilities: good
- Bulawayo is generally suitable for families with children with good national schools
- Offers good leisure and cultural opportunities

For further information on the Weltfriedensdienst e.V. see www.weltfriedensdienst.de

For information on the partner organisation see http://zimrights.com/Home_Page.php

The Weltfriedensdienst e.V. guarantees the professional equality of women and men.
We especially invite people with a migration background to apply. Due to the provisions of the German Development Workers Act, we can only consider applications from citizens of the EU and Switzerland.

Please send your electronic application documents (letter of motivation, CV, relevant certificates and references - merged to one PDF document, max. 5 MB) by **Sept. 22nd, 2019** by e-mail with subject: "Application ZimRights / Zimbabwe" to: auslandsbereich@weltfriedensdienst.de, cc: voges@weltfriedensdienst.de.

Please also indicate how you learned about the vacancy.

Weltfriedensdienst e.V.
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