

As part of the Civil Peace Service (CPS) programme, Weltfriedensdienst is seeking, as soon as possible, a

CPS advisor for Organisational Development in Thailand (f/m/d)

Location: Chiang Mai, Thailand

As a CPS advisor, you will advise two **community-based organisations from Myanmar operating in exile in Thailand on organisational development, project management and human resources development**. Since the attempted military coup in 2021, our long-standing partners have been working under strict security requirements. Applying a Do No Harm approach, they empower their target groups through civic education, community mobilisation and the training of changemakers for a democratic [Myanmar](#).

In this role, you will work in close and equal partnership with the teams, facilitate processes of organisational development, conduct trainings, and provide both professional advice and practical support. Your assignment is part of the [Civil Peace Service \(CPS\) programme](#). Further information on our peacebuilding work in Myanmar and Thailand (in German only) can be found [here](#).

Your Responsibilities

- Advise the partner organisations on organisational development and project management, e.g. consolidating organisational structures, introducing management tools, shaping organisational policies and developing PMEL systems.
- Facilitate and accompany organisational processes such as strategic planning, team development and recruitment, and coordinate external expertise where needed.
- Support the development and implementation of internal strategies and policies in areas such as finance, human resources, reporting, safeguarding and security.
- Strengthen staff capacities through curriculum development, innovative training methods and training-of-trainers courses.
- Advise on participatory research projects as part of trainings, evidence-based programme planning and needs assessments, including analysis and presentation of results.
- Accompany teams in project activities, particularly in networking, storytelling, media and advocacy work, as well as documentation and video projects.
- Enhance the organisations' fundraising capacities and strengthen their professional public profile, in compliance with security regulations.
- Provide ad-hoc support with financial administration and reporting in line with WFD and BMZ guidelines.
- Participate in networking activities and contribute to the public outreach of Weltfriedensdienst in Germany.

Your Profile

- A relevant university degree, e.g. in Sociology, Social or Cultural Anthropology, Development Studies, Peace and Conflict Studies, or Political Science.
- Sound experience in project management and organisational development within NGOs, including quality assurance, monitoring and evaluation.
- Several years of professional experience in or with NGOs, ideally in international and/or intercultural contexts.
- Experience working with youth, young adults or marginalised groups.
- Proven skills in facilitation and process accompaniment.
- Demonstrable experience in fundraising.

- Ideally, additional qualifications in Gender Studies, Disability Studies or inclusive development.
- Excellent command of spoken and written English; knowledge of Burmese, Shan, Thai or sign language is an asset.
- Profound knowledge of Myanmar's politics, history and culture; ideally professional experience in Myanmar or Southeast Asia.
- A respectful, interculturally sensitive attitude, strong self-reflection and excellent teamwork skills.
- High organisational competence, flexibility and resilience.

Location Information

- The position is based in Chiang Mai, Thailand, with occasional travel to Mae Sot, on the Thai–Myanmar border.
- Tropical climate with hot summers, cooler winter months and a rainy season in summer.
- Well-developed healthcare system, including hospitals meeting international standards and specialist clinics.
- Modern infrastructure: international airport in Chiang Mai, reliable rail and bus connections, stable internet and mobile networks.
- International schools as well as diverse shopping and leisure facilities are available locally.
- Safety: Chiang Mai has a very good security situation. In Mae Sot, the situation is generally stable but may require occasional increased awareness, e.g. at checkpoints.
- Prior to deployment, you will attend mandatory security training.

What we offer

- A two-year contract under the German Development Workers Act (EhFG) with comprehensive social benefits and an option for extension ([Unterhaltsleistungen für Fachkräfte, Payments and benefits for development workers](#)).
- A diverse and challenging assignment within an innovative peacebuilding programme, offering scope to shape your work within a local organisation.
- Committed and competent colleagues in the partner organisations, the WFD Regional Office Thailand/Myanmar, and the Weltfriedensdienst head office in Berlin.
- A preparation phase in Germany (up to three months) including supplementary qualification opportunities.
- Coaching or supervision and opportunities for further training during the assignment abroad.
- Support for professional reintegration after return through the Association of Development Services in Germany (AGdD).

About us

Since 1959, Weltfriedensdienst e.V. (World Peace Service) has been working with partner organisations in Africa, Asia and South America. Together, we strive for a future in which people can live self-determined lives free from poverty and violence. **We support disadvantaged communities in resolving conflicts peacefully and advocating for the just and sustainable use of resources.**

We share knowledge, build skills, and provide financial resources — working in partnership and guided by the principle of empowering people to help themselves. In Germany, we advocate for our

partners' concerns, promote sustainable action, and mobilise supporters to engage for peace and justice.

We are politically and denominationally independent, one of the seven recognised development services in Germany, and we implement Civil Peace Service (CPS) projects.

Our organisational profile (in German only) can be found [here](#).

Further information about Weltfriedensdienst (German only) is available in our [Annual Report](#), [Newsletter](#), and on [Instagram](#) and [Facebook](#).

We are a [collegially managed organisation](#) (in German only) and attach great importance to a respectful, empathetic and cooperative working atmosphere. Diversity matters to us. We therefore welcome applications from all qualified individuals, regardless of gender, religion or origin. We ensure professional equality between women and men. We particularly encourage applications from people with a migration background. Due to legal provisions of the German Development Workers Act (EhFG), we can only consider applications from citizens of EU member states or Switzerland.

Learn more about **working as a CPS advisor** in the Development Service [here](#) (German-language only).

Interested?

If this position interests you, please send your application (motivation letter, CV, relevant certificates and references) as one PDF file (max. 5 MB), stating your availability, by **26 November 2025**, with the subject line **“Application OD, Thailand”** to schieszl@wfd.de. Please also let us know how you heard about this vacancy.

For questions, please contact our International HR Manager, Annika Mardanova, at mardanova@wfd.de. Interviews are expected to take place in calendar week 50.

We look forward to your application — and to welcoming you to our team!