

Within the framework of the Civil Peace Service Program we are looking for a

**Civil Peace Advisor for Planning, Monitoring and Evaluation
to our partner CELUCT in Zimbabwe**

Work Station: Mutare, Zimbabwe

Zimbabwe is a politically and economically deeply divided country where polarisation infiltrates and impacts on all spheres of human interaction and livelihoods. In the context of the Civil Peace Service Programme (CPS), *Chikukwa Ecological Land Use Community Trust* ([CELUCT](#)) implements a project that promotes communities to be tolerant to their individual differences, but also work constructively together at community level and with decision makers.

CELUCT is a strongly community-driven organization based in Chimanimani District of Manicaland Province and is registered as a Trust. It aims at fostering grassroots cohesion in all developmental matters, but specifically in view of citizens' fair access to resources and services. Thus, CELUCT promotes participatory community decision making processes that are transparent and inclusive of all relevant stakeholders. The project particularly seeks to engage youth in solving community conflicts and taking on developmental responsibilities through Forum Theatre approaches. It also works on strengthening people's resilience and coping mechanisms for dealing with experiences of violence-induced trauma. CELUCT's unique community approaches have yielded remarkable successes in the Chimanimani District. The project is now being rolled out and expanded to the adjacent district of Chipinge.

Thus, WFD and CELUCT are looking for a CPS advisor who assists in enriching the planning, monitoring, evaluation and learning system of both, the project and organization, with specific reference to supporting and drawing lessons from the expansion of the project into another district.

Your work & key result areas

- Improve and build CELUCT's capacity in adapting and managing its planning, monitoring, evaluation and learning system
- Build up the organisation's documentation and advocacy skills
- Assist CELUCT in designing and implementing a suitable information system that documents progress and challenges within the project and the organisation at large
- Train CELUCT staff in the safe use of social networks and general digital security and assist with the implementation of suitable security protocols
- Assist the project coordinator to support youth to build their own strength towards conflict transformation and sustainable life skills
- Assist the project coordinator to identify and implement synergies with WFD CPS partners and other strategic networking partners
- Support the financial-administrative communication between WFD and CELUCT
- Contribute to WFD's and CPS public relations and lobbying work.

You are contributing

- Relevant degree (e.g. Social Sciences, Political Science, Peace and Conflict Studies) and / or advanced training in the field of civil conflict management
- Relevant work experience in the field of conflict management and development cooperation
- Knowledge and experience in impact-oriented planning, monitoring and evaluation processes
- Practical experience in working with non-governmental organizations
- Experience in designing and running workshops
- Passion for theatre work in conflict management set ups and willingness to proffer ways of empowering youth
- Good self-management, flexibility and resilience even with a high workload and challenging framework conditions
- A respectful, culturally sensitive attitude and the ability to work in a team
- Excellent communication and networking skills
- Contextual knowledge and work experience in the region are an advantage
- Excellent command of the English language (both written and spoken)
- Valid driving licence and driving experience
- Willingness to undertake physically demanding business trips.

We offer you

- A development worker contract for two years with comprehensive social benefits and the prospect for extension
- A challenging job in the promotion and implementation of an innovative civil peace building program
- A demanding and interesting field of work
- A preparatory phase - up to three months - with additional qualification options
- The opportunity for coaching / supervision and further training while working abroad
- Support with professional re-integration after working abroad within the framework of the *Arbeitsgemeinschaft der Entwicklungsdienste e.V. (AGdD)*.

Diversity is important to us. We therefore look forward to qualified applications from everyone, regardless of gender, denomination or origin. Due to the provisions of the German Development Aid Act (EhfG), we can only consider applications from citizens of the EU and Switzerland.

Please send your application (letter of motivation, curriculum vitae, relevant certificates and references) in a PDF document (max. 5 MB) stating your availability by **February 1st, 2022** with the subject: "Application CELUCT, Zimbabwe" to auslandsbereich@weltfriedensdienst.de, and a copy to the responsible program coordinator Maren Voges: voges@weltfriedensdienst.de. Please also state how you learned about the job advertisement.

Weltfriedensdienst e.V.

The **Weltfriedensdienst** has been working around the world with partners from local civil society for peace, human rights and sustainable development since 1959. Solidarity experts with international experience strengthen our cooperation. The focus is on nonviolent and fair use of resources. As one of the seven recognized development services and civil peace service providers, we support grassroots, critical development cooperation.

You can find our profile [here](#). Further information about the Weltfriedensdienst can be found here: [Jahresbericht](#) | [Instagram](#) | [Facebook](#) | [Newsletter](#)

Information around the Work Station (Mutare)

Your work station is at Chikukwa Communal Lands, Chimanimani District in the Eastern part of Manicaland Province close to Chimanimani Mountains and close to the border with Mozambique. Due to limited infrastructure and facilities for personal and family life (e.g. in respect of schools, medical institutions etc.) in Chikukwa, you shall reside in the provincial capital Mutare, which is 180 km away, and travel to the work station (Chikukwa) every Monday and return to Mutare on Friday afternoon for the weekend.

Safety: Zimbabwe has a democratic constitution but is governed by an autocratic political party that refuses to let go. Currently, the government is actively restricting civil society and citizen's rights. Due to the worsening economic climate in the country, crime is generally on the increase. Nevertheless, life in Mutare and its rural districts is fairly safe, reasonable precautions and adherence to adequate safety measures provided. There is no terrorist or rebel activity.

Climate: Zimbabwe enjoys a lovely, temperate climate. The central highveld plateau has temperatures up to 28°C. Lower-lying regions are warmer year-round. The rainy season usually spreads from November to March and yields higher rainfall and lower temperatures in the Eastern Highlands. Winters are generally dry and can be quite cold.

Standard of living: Maintenance allowance and other contractual benefits allow basic supply according to European standards. A wide range of products and services is available, though, periods with limited power and/or water supplies are common.

Traffic: Traffic in Zimbabwe has increased significantly over the last year, especially in urban areas. However, roads in Manicaland are of mostly decent quality and hardly ever congested. The road network between all major towns is good.

Health care: Compared to Europe and neighboring countries, the documented COVID-19 incidence is rather below average. The general quality of the public health system is poor. However, the private health sector offers a good standard. As part of the service contract, there is accident, liability and health insurance coverage, and in acute cases medical services from the air-rescue service.

Schools: Mutare offers private primary and secondary schools, which are particularly suitable for younger children. For adolescents boarding schools closer to the capital Harare might be more attractive.