

In the framework of the Civil Peace Service we are looking for a

**Civil Peace Advisor to support our partner COTRAD in Zimbabwe**  
**Work Station: Masvingo, Zimbabwe**

Zimbabwe is a politically and economically deeply divided country where polarisation infiltrates and impacts on all spheres of human interaction and livelihoods. Since Emmerson Mnangagwa took office as President in 2017 there has been a steady increase in the militarisation of the state and limitations for the work of NGOs and activists (shrinking spaces). As part of the Civil Peace Service Program (CPS), the Community Tolerance Reconciliation and Development Trust ([COTRAD](#)) is implementing a project that primarily targets young people and women in communities in Masvingo province.

COTRAD seeks to increase citizen participation in community processes to promote peace and social cohesion as well as to use nonviolent strategies in pursuit of transparency, accountability and improved service delivery at the local level. COTRAD focusses on the establishment of peace structures that engage public officials on areas of community concern. The project also focusses on equitable and transparent distribution of natural resources and government programmes.

Thus, WFD and COTRAD are seeking the services of a CPS advisor to support strengthen the Planning, Monitoring, Evaluation and Learning (PMEL) areas of the project and the organization at large as well as training capacity building.

**Your work & key result areas**

- To support COTRAD in the development of training modules and conducting training of peace structures incl. traditional leaders on the use of advocacy, conflict management and social accountability tools.
- To assist in delivering training programmes to COTRAD peace structures and personnel in the safe use of social networks as well as digital security issues.
- To establish and continue to strengthen a robust PMEL system and tools to ensure quality, effectiveness and relevance of the project.
- To capacitate and assist the COTRAD PMEL officer and other project personnel with monitoring of the project and ensure that lessons learnt are documented and communicated to inform on-going implementation and future CPS programming.
- To assist with setting up and operation of a dynamic project data management system, supporting collection, analysis and documentation of data and results / outcomes.
- To support systematic learning and strategic evaluation exercises that translate into evidence to inform management and strategic decision making in the project and organisation.
- To create opportunities for regular, timely and meaningful feedback from COTRAD team, WFD and project beneficiaries.
- To capacitate project personnel in packaging of project results / outcomes and improvement of report writing.

### 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 young people as a target group
- Practical experience in working with non-governmental organizations
- Experience in developing and conducting workshops
- 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
- Very good communication skills
- Contextual knowledge and work experience in the region are an advantage
- Excellent command of the English language (both written and spoken)
- Willingness to undertake demanding field trips
- Valid driving licence and driving experience

### 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 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, religion 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 1<sup>st</sup>, 2022** with the subject: "Application COTRAD, Zimbabwe" to [auslandsbereich@weltfriedensdienst.de](mailto:auslandsbereich@weltfriedensdienst.de), and copy to the responsible program coordinator, Maren Voges [voges@weltfriedensdienst.de](mailto:voges@weltfriedensdienst.de). Please also state how you learned about the job advertisement.

## **Weltfriedensdienst e.V.**

Since 1959 the **Weltfriedensdienst** has been working around the world with partners from local civil society for peace, human rights and sustainable development. Solidarity experts with international experience strengthen our cooperation. The focus is on nonviolent and equitable 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 World Peace Service can be found here: [Instagram](#) | [Facebook](#) | [Newsletter](#)

### **Information on the work station (Masvingo)**

Your work station will be the town of Masvingo. There will be business trips for project activities in rural areas of various districts of Masvingo Province.

**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 Masvingo and its rural districts is fairly safe, reasonable precautions and adherence to adequate safety measures provided. There is no terrorist or rebel activity.

**Climate:** Masvingo lies at an altitude of 1075 m above sea level. Subtropical climate with little to moderate rainfall in the rainy season from November to March. From September to April it is warm to hot with temperatures between 24 and 35 degrees Celsius. Temperatures between 18 and 24 degrees Celsius prevail from May to August. During these winter months it can get cold at night.

**Standard of living:** Maintenance allowance and other contractual benefits allow basic supply according to European standards. Availability and prices fluctuate periodically; imported and in some cases local consumer goods can be quite expensive; fresh fruit and vegetables are rather cheap. To compensate for the higher costs purchasing power compensation (Kaufkraftausgleich) is paid out with the monthly maintenance allowance.

**Traffic:** Masvingo is a small town with moderate traffic. Most of the town's main streets are in fairly good condition; back roads are often full of potholes. The inland road network is in fair to good condition. The distance between Masvingo and the capital Harare can be covered by car in just over 4 hours.

**Health Care:** 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:** Masvingo offers a small number of private kindergartens and primary and secondary schools with a good standard. From the secondary level boarding schools closer to the capital Harare might be more attractive.