

Weltfriedensdienst e.V. (WFD) is a non-governmental organization with over 50 years of experience in project support worldwide. WFD is an implementing organisation of the Civil Peace Service Programme (CPS) of the German government.



For a project in Harare, Zimbabwe, Weltfriedensdienst is looking for an advisor to a local organisation starting on 01.01.2019 or the earliest possible date.

Advisor to the Zimbabwe Human Rights NGO Forum and the Zimbabwe National Transitional Justice Working Group in Harare, Zimbabwe

Since gaining independence, Zimbabwe has experienced many outbursts of state violence, from the massacres in Matabeleland in the 1980s to the violent displacement and murder of informal diamond miners to the police and military violence during the 2008 electoral campaign. To this day, the perpetrators have not been condemned. A peaceful, democratic Zimbabwe seems impossible without a constitutional reconditioning of the cases accepted by the representatives of the victims.

The National Transitional Justice Working Group (NTJWG) is a platform established by 46 non-state Zimbabwean organisations engaged in human rights and transitional justice. The platform aims to provide an interface between transitional justice stakeholders and the official transitional justice processes in Zimbabwe. The Human Rights NGO Forum is the executive body and the secretariat of the Working Group. The workplace of the advisor is based at the Human Rights NGO Forum and juxtaposed with a permanently employed counterpart. The NTJWG is a committee consisting of eight individuals nominated and elected by the 46 member organisations. It works along six thematic areas: promotion of truth, justice and accountability, reparations, memorialisation, gender and institutional reform.

Your Tasks

- Advise the NTJWG in the development of strategies for the implementation of a 10-year strategic plan in the areas of promotion of truth, justice and accountability, reparations, memorialisation, gender and any related transitional justice themes.
- Provide technical support to the NTJWG and varied transitional justice stakeholders in knowledge management.
- Provide technical support in the analysis and drafting of transitional justice policy documents in line with international standards and best practices and conduct research on innovative best practices for the commitment of decision-makers, local authorities and citizens to justice and accountability.
- Collect and analyse information on the transitional justice process in Zimbabwe and other jurisdictions so as to support the NTJWG in the execution of its transitional justice strategy.

- Advise NTJWG staff on appropriate transitional justice measures and approaches in line with the Zimbabwean context and international best practices.
- Advise the NTJWG in the development of strategic policy documents and dossiers as well as in the development of policies, principles and standards for transitional justice in Zimbabwe.
- Provide technical support in the design of capacity building programmes in the area of transitional justice and facilitate the building of relationships and networks with institutions and partners critical to the realisation of the NTJWG vision.
- Support the NTJWG in drafting fundraising reports and project reports in line with the acceptable standards of the funding and implementing partners. Support staff in the areas of effective planning, programme monitoring and evaluation, and any related transitional justice technical work.

Your Profile

Qualifications

- At least a master's degree in law, peace and conflict studies, transitional justice, political science, sociology or social sciences.
- Relevant practical work experience in peace and conflict studies, human rights, transitional justice, political analysis
- Work experience in Southern Africa, especially in conflict zones, will be considered an asset.

Skills

- Understanding of international instruments relevant to transitional justice, especially UN documents
- Strong research and writing skills
- Willingness to acquire new skills of human rights engagement and tolerance of diverging views
- Knowledge of Zimbabwe's social, economic and political context
- Appreciation of and ability to adapt to multicultural working contexts
- Excellent communication skills, passion for human rights and a sense for innovation
- Ability to work independently and effectively, even under high pressure
- Ability to work in a team, flexibility and strong interpersonal skills
- Excellent command of English language
- Willingness to undertake occasional business trips to rural areas
- Valid driver's license

Experience

- At least three years of experience in advisory capacity or project management or related human rights work
- Experience in project conceptualization, design and implementation
- Experience in facilitating or advising of multi-stakeholder processes
- Experience in advisory work in an inter-cultural setting
- Experience in the work for NGOs and interaction with donor agencies

We provide

- A 2-year development aid worker's contract (Overview of conditions available at: https://wfd.de/wp-content/uploads/EH-Contract-Summary_2018_Eng.pdf)
- An interesting and ambitious working field and a customizable and varied work place
- A preparation period (up to three months) with additional training possibilities
- Professional colleagues at the partner organisation and in the WFD head office in Berlin

Information on place of assignment

- Place of residence: Harare
- Climate: Cool/dry cold seasons (June-September), hot/wet summers (October-May)
- Medicare: Good
- Suitable for families (international schools available)
- Harare offers good recreational and cultural activities

Weltfriedensdienst guarantees the professional equality of women and men. Applicants with a migration background are welcome. Due to the stipulations of the German Development Workers Act, only citizens of the EU and Switzerland are eligible.

Please send your application documents (letter of motivation, CV, relevant certificates and references – merged to one PDF document, max. 5 MB) until the 30th of November to: auslandsprojekte@weltfriedensdienst.de, cc: voges@weltfriedensdienst.de

Please indicate how you learned about the vacancy.

For more information about Weltfriedensdienst please visit: <http://wfd.de/en/>
More information on the partner organisation is available at: www.hrforumzim.org

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