



Vacancy Announcement

Western Balkans Organisational Development Advisor

Starting date: 1st March 2019 (negotiable)
Application deadline: 5th December 2018
Location: Western Balkans
Language requirements: English, and BCS and/or Albanian

The PeaceNexus Foundation

PeaceNexus is a Swiss-based Foundation established in 2009 that provides a range of capacity building services with the objective of strengthening the effectiveness of organisations that play a role in building peace. PeaceNexus' services include:

- organisational development for peacebuilding champions;
- developing capacities for conflict sensitivity; and
- supporting multi-actor dialogue to develop solutions to local peacebuilding problems.

PeaceNexus works with local partners who are well positioned to address conflict in West Africa, Western Balkans, Central Asia and South East Asia. It also works with a smaller number of international organisations who carry particular influence in shaping international peacebuilding policy and practice in support of local peacebuilding processes.

PeaceNexus Western Balkans programme

In the Western Balkans, PeaceNexus provides organisational development support to a range of civil society organisations, regional networks and intergovernmental initiatives. PeaceNexus engages upon request only, and on issues that organisations identify as key to enhancing their effectiveness. PeaceNexus seeks to strengthen organisations and coalitions that work towards social inclusion, regional collaboration, reconciliation and problem-solving dialogue with business.

The programme currently comprises partnerships with nine organisations across the region. More background on PeaceNexus' approach can be found on PeaceNexus' website: <http://peacenexus.org/approach/> The Western Balkans team consists of a Programme Lead based in Prangins and a regional advisor based in BiH. While other PeaceNexus staff undertake some project assignments, PeaceNexus mostly works with expert consultants to support its partners. PeaceNexus staff and advisors help organisations to identify and mandate these experts and accompany processes of organisational change.

Organisational Development (OD) Advisor

PeaceNexus is looking for an experienced Organisational Development (OD) Advisor to support its Western Balkans programme. The anticipated workload is 80% - 100% and the OD Advisor is expected to be based in the region (WB6) and work from their home office/a shared office space (or similar), with frequent travel across the region.

Responsibilities include:

1. Accompaniment of selected PeaceNexus partners

- Support the organisational development of local civil society organisations, regional networks and intergovernmental initiatives, including through on-site meetings for the co-design of change processes and for review and follow-on planning meetings
- Facilitate effective working relations between PeaceNexus, its partners and consultants, including through hands-on support where necessary
- Reflect on PeaceNexus' partnerships, including through developing Theories of Change and monitoring indicators of change
- Support PeaceNexus' collective learning initiatives to foster leadership, collaboration and excellence across the region

2. Programme development

- Support the development of the Western Balkans programme, including by assisting with the assessment of applications received in response to annual Calls for Proposals
- Build strong relationships with (potential) partners, donors and consultants across the region
- Support context analysis and strategy development of PeaceNexus' Western Balkans programme

3. Communication and administration

- Support the development of annual workplans and budgets
- Contribute to PeaceNexus' engagement with global events and initiatives
- Report to the Programme Manager, Management Team and Governing Board
- Contribute to PeaceNexus' external communication and organisational learning

Core qualifications and competencies required:

- **A solid track record in organisational development**
 - Demonstrated ability to successfully accompany organisations through change and adaptation, to support them in integrating new policies and practice, and/or to support multi-actor dialogues that lead to sustainable results.
 - Educational background in organisational development, change management, coaching and/or mediation.

- **Peacebuilding and context knowledge**
 - In-depth understanding of the Western Balkans region
 - Experience with context analysis and conflict sensitive policy and practice
 - A university degree relevant to peace building or organisational development

- **Advisory skills and project management**
 - Excellent listening skills, the ability to quickly grasp and navigate complex systems, and to translate analysis into actionable recommendations and process design
 - An empowering approach to advising and capacity building
 - Solid project management skills
 - Willingness to contribute to PeaceNexus' practice of reflective learning and adaptation

- **Communication and personality**
 - High integrity, discretion and flexibility
 - Self-sufficient while able to work effectively in a team
 - Excellent writing skills, with (written and oral) proficiency in English and in BCS and/or Albanian and possibly Macedonian.

Application

Eligibility: Applicants must be legally set up or eligible to provide consultancy services in the region. Applicants must be willing and able to live in the Western Balkans and to travel throughout the region.

Salary: Competitive salary commensurate with experience.

Application procedures : Please send a CV and a cover letter explaining what motivates you to apply for this position to recruitment@peacenexus.org by **5 December 2018** with the subject line: **Application: WBOD: First Name_ Last Name.**

Short-listed candidates will be asked to complete a written task before being interviewed.