

## Vacancy Announcement

### Southeast Asia Programme Manager

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|------------------------------|-------------------------------------------------------------------|
| <b>Starting date:</b>        | <b>January 2027 (negotiable)</b>                                  |
| <b>Working percentage:</b>   | <b>100%</b>                                                       |
| <b>Application deadline:</b> | <b>11 October 2026</b>                                            |
| <b>Location:</b>             | <b>Chiang Mai, Thailand</b>                                       |
| <b>Contract:</b>             | <b>3-year consultancy contract with the PeaceNexus Foundation</b> |
| <b>Languages:</b>            | <b>English. Burmese an advantage</b>                              |

The PeaceNexus Foundation is seeking a Programme Manager to lead its Southeast Asia programme. We welcome applications from both Myanmar nationals and international candidates. The programme's strategic focus is Myanmar. Based in Chiang Mai, you will lead a small team, accompany partners directly and implement the programme's 2027-2029 strategy, adapting as needed. You will report to the Deputy Director and be responsible for the team's safety and wellbeing.

#### Who we are and what we do

The PeaceNexus Foundation is a Swiss operational foundation established in 2009. We help influential organisations strengthen their capacity to prevent conflict and build peace.

We focus on selected regions that are experiencing violent conflict or are at risk of lapsing into conflict, and that also have significant capacities for peace to build on. These include the Western Balkans, West Africa, Central Asia and Southeast Asia where we provide advisory support to partners working at a community, national or regional level to counter polarising trends that have triggered violence. We also work with international organisations to leverage their support for local peacebuilding, including in our regions.

**Our vision** is that governments, civil society, and businesses actively contribute to developing inclusive and peaceful societies.

**Our mission** is to strengthen the capacities of and collaboration between organisations to increase their contribution to reducing violence and building peace.

**Our overarching objectives** are for our partners to:

- build connections and trust between different groups within society
- engage in constructive collaboration between civil society and state institutions
- solve problems through dialogue between the state, local communities and business

**We value** pluralism and individual rights and believe that honest, informed and inclusive dialogue is key to achieving progress within organisations and society.

#### The Southeast Asia Programme

The programme accompanies Myanmar organisations and groups that play important roles in building the foundations for inclusive federal democracy and peace. We select partners carefully and support them according to their needs and energy for organisational change. We do not provide project funding. Our support focuses on organisational development (OD) and conflict sensitivity (CS).

The programme works in three ways:

1. Long-term organisational development accompaniment for organisations that play an important convening or connector role. We do this by supporting and strengthening their internal systems, facilitation skills, and thematic expertise. A change roadmap is co-developed with the partner in a kick-off process.
2. Conflict-sensitive process support for informal coalitions of civil society actors. We play the role of a critical friend, offering flexible support, facilitation and guidance on conflict sensitivity to help actors from different communities come together around shared challenges, test ideas, build trust, align around a shared governance vision, and engage more effectively in collective action and dialogue processes
3. Support to collective initiatives helps established actors run strategic convenings that bring together diverse stakeholders for trust building and collective sense making.

Trust and access matter a great deal in this context. The team therefore often provides technical support directly rather than through consultants. The team is based in Chiang Mai; under current arrangements, the role does not involve travel to Myanmar.

## **Roles and responsibilities**

The new SA PM will take up the role at the start of our 2027 to 2029 strategy period. The strategy will already be developed and approved by the management team and our board. Your task is to lead the programme's contribution to it and to adapt the approach as the context shifts. You will take over from the current Programme Manager, who will continue with PeaceNexus as an Associate Consultant. The current Programme Manager and Deputy Director will provide a thorough handover and induction to the programme and organisation.

**Strategy and analysis:** Maintain context and conflict analysis for Myanmar. Set and adapt the programme's direction with the team. Propose which partnerships to start, continue or close, and identify new partners in line with the strategy.

**Partnerships and collective initiatives:** Lead several partnerships directly, from the kick-off assessment to the annual review, and support colleagues who lead others, including monitoring progress and soundboarding on solutions and challenges. Provide direct advisory and facilitation support to partnership processes. Lead our support to collective initiatives, and document what these initiatives achieve, how they contribute to PeaceNexus' strategy and impact, and what PeaceNexus learns from them.

**Team leadership:** Lead a small team of full- and part-time staff and consultants. Agree objectives with each team member and support their development. Draw on the team's knowledge of the context and of partners when taking decisions. Build a supportive team culture in which people raise problems early, reflect honestly and look after each other. Identify and manage consultants to support partnerships where appropriate. Oversee quality of partnership processes and outputs developed by staff and consultants.

**Representation:** Represent PeaceNexus with partners, civil society, international organisations and donors, and build the programme's network and credibility. Work with the Management Team on any engagement that carries political or reputational risk.

**Learning and reporting:** Track progress towards capacity outcomes in a way that is useful to partners and not a burden for them or the team, and regularly manage and/or run internal partnership and programme reflections. Report to the Board, contribute to PeaceNexus communication and take part in learning across our regions.

**Finance and administration:** Develop and deliver the annual work plan and budget. Manage partner and consultant contracts and the team's practical working arrangements in Chiang Mai.

**Duty of care:** Hold operational responsibility for the safety, security and wellbeing of the team and of consultants working for the programme. Keep the risk assessment and security plan current and apply strong information and digital security practice.

The role involves travel to Prangins, Switzerland, for the annual staff retreat, and within the region as the programme requires.

## **What we are looking for**

### **Essential**

- At least ten years of relevant experience, with growing responsibility for programme strategy, partnerships and people, including leading a team working under sustained pressure from the context.
- Deep understanding of Myanmar's political and conflict dynamics, and of its civil society: how local organisations have developed, how they work and the pressures they face.
- Established relationships with Myanmar civil society and other key actors, with the ability to build and maintain trusted relationships across diverse political and ethnic constituencies.
- A strong track record in organisational development and conflict sensitivity: accompanying or advising organisations through change and applying conflict sensitivity to your own organisation's presence and choices.
- Excellent facilitation skills, including of workshops and strategy processes, and the judgement to know when to advance a process and when to step back.
- Regional and international experience beyond Myanmar, and the ability to connect the programme to wider peacebuilding practice.
- Sound financial and budget management.
- Excellent written and spoken English.

### **Desirable**

- Professional working proficiency in the Burmese language.
- Experience of environmental peacebuilding, natural resource governance or inclusive governance approaches.
- Experience of monitoring organisational change and intangible outcomes such as trust, influence, relationships, collaboration, for example through outcome harvesting.
- A master's degree in a relevant field.

### **Personal qualities**

You are comfortable with ambiguity and slow change, and you work with partners' agendas rather than imposing your own. You are collaborative and bring out what colleagues know. You are open to other perspectives and sensitive to the cultural and political dynamics of the context. You exercise sound judgement about where PeaceNexus can add value, and you look for opportunities and find solutions amidst challenges. You take duty of care seriously, for yourself and for others. You care about Myanmar and about the people the programme works with.

### **What we offer**

Remuneration follows PeaceNexus's salary scale for Thailand-based positions, in line with Thailand-based international NGO rates rather than an international assignment package. We are a small, collaborative organisation that invests in learning and staff wellbeing.

**How to apply**

Please send your CV and a cover letter of no more than two pages to [recruitment@peacenexus.org](mailto:recruitment@peacenexus.org) by 25 October 2026. Use the subject line “Application SA Programme Manager First Name Last Name”. In your cover letter, show how your experience matches the profile above.

We treat all applications confidentially. We will discuss practical arrangements for living and working in Chiang Mai with shortlisted candidates. Prospective applicants with questions about the position may contact Mads Frilander, Deputy Director, [mads.frilander@peacenexus.org](mailto:mads.frilander@peacenexus.org)