



Vacancy Announcement #207/2023

Conflict Transformation & Human Rights Advisor Civil Peace Service (CPS) – ‘Infrastructure for Dialogue’ (I4D) Programme

Application deadline: 18.12.2023

Duty station: Addis Ababa

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) is an international cooperation enterprise. The Civil Peace Service (CPS) Programme of the GIZ works worldwide toward the prevention of violence and the promotion of peace with local communities affected by conflict. The CPS Programme works on the causes and consequences of conflict and violence, using capacity development of staff, organisations, and local communities as the main approach.

The GIZ-implemented Civil Peace Service (GIZ-CPS) has been operating in conflict transformation and dialogue in Ethiopia over more than fifteen years. The current "Infrastructures for Dialogue" (I4D) Programme supports Ethiopian civil society actors in the development of participatory and inclusive dialogue structures together with their local communities or constituencies. The GIZ-CPS Ethiopia also supports civil society organisations (CSOs) in expanding networks and communities of practice at different levels of society next to strengthening the capacities and effectiveness of the CSOs in their peace work. Overall, I4D aims for diverse social groups and communities to live peacefully together and to negotiate their different interests constructively and non-violently, supported by a well-established civil society functioning as a trusted partner/social structure that legitimately represents and advocates for all members of society in an inclusive dialogue.

Contract Duration: 31.12.2024

Please note that the job title will be changed to “Crisis, Conflict, and Disaster Advisor” during the recruitment process.

Responsibilities and Duties

- Advice and support to civil society partner organisations in the design, planning, and implementation of participatory, inclusive and effective dialogue formats with the target groups;
- Advice and support to civil society partner organisations in the formulation and strategic implementation of their human rights, advocacy, and campaign work (including the development and implementation of analyses, strategies, approaches, and plans) with their target groups;
- Contribute to the conceptualisation of participatory conflict and human rights analyses and the development of human rights-based approaches (HRBA) with the team of GIZ-CPS advisors that will inform the strategic planning of the overall I4D programme as well as that of the partner organisations;



- Contribute to the capacity development of partner organisations as per their needs, including in the areas of dialogue, conflict transformation, conflict sensitivity, and especially in advocacy, human rights, participation and inclusion (e.g. gender and youth);

Duties will include:

- Preparation and updating of context, conflict, and stakeholder analyses, including human rights, gender, power and system analyses as well as RPP assumptions and impacts;
- Guidance of partners in their HRBA as well as mainstreaming of human rights in the I4D Programme;
- Support of programme and team processes, including strategic planning as part of a pool of CPS experts (workplace in the pool of experts of the CPS office with close support in the partner organizations);
- Facilitate and support smooth communication with partners around joint conflict transformation and dialogue projects
- Contribute to planning, monitoring and evaluation of the CPS programme as well as knowledge management of the I4D Programme;
- Perform any other duties as deemed necessary by superior/s

Required qualifications, competencies, and experience

Qualifications

- BA in Peace and Conflict Studies, Human Rights/Law, Political Sciences, Social Sciences, or other related fields.
- Advanced degree (MA in above mentioned fields) preferred

Professional experience

- 4 or more years of experience with least 3 years of professional work experience (with references) in peace building human rights, advocacy, or campaign work;
- Sound knowledge of and experience in dialogue processes, conflict sensitivity, conflict analysis, and human rights analysis;
- Skills to facilitate peace dialogues and workshops or trainings on capacity development, including in conflict transformation, human rights, and advocacy,
- Skills to develop and carry out advocacy analyses, strategies, approaches, and plans;
- Proven experience in supporting CSOs, networks, or local initiatives including local communities in dialogue, conflict transformation, human rights, or advocacy Experience in working with regional and federal government institutions and networks.

Other knowledge, additional competencies

- Strong teamwork and interpersonal skills, showing sensitivity to work in intercultural contexts;
- Strong coordination and networking skills;



- Good organisational and time management skills allowing to work independently and prioritise workloads and tasks;
- Readiness and willingness to undertake extensive fieldtrips even under harsh conditions;
- Excellent proficiency in English (spoken and written);
- Proficiency of Amharic is required, other Ethiopian languages would be an asset;
- Excellent proficiency in MS Office Suite (Word, Excel, Power point, Outlook);
- Willingness to engage in tasks as required by management



Application procedure:

Interested and qualified candidates shall submit their motivation letter along with their non-returnable recent CV via hreth@giz.de

Note:

Please make sure you mention the vacancy number and position title 'CT & Human Rights Advisor #207/2023_Your full name' in the subject line of your email application.

Please note that the job title will be changed to "Crisis, Conflict, and Disaster Advisor" during the recruitment process.

Applications without vacancy numbers in subject lines might not be categorized in the appropriate folder and could be disqualified.

Only short-listed candidates will be contacted.

We encourage persons with disabilities to apply for the position. In case of equal qualification, persons with disabilities will be given preference.

Applications from qualified women are encouraged.

"Please refer to our [brochure](#) to learn more about GIZ's attractive benefit package."

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