



Vacancy Announcement #013/2026

Position Title- Peace Building & Conflict Transformation Advisor

Programme Name- Civil Peace Service (CPS) – ‘Infrastructure for Dialogue’ (I4D) Programme

Contract duration : 31.12.2026

Application deadline : 18.02.2026

Duty station: Addis Ababa

Note: The position title will be changed to *Advisor* during the recruitment process.

Brief and attractive description of the project/ unit

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 strengthening participatory and inclusive dialogue structures to address conflicts non-violently. The GIZ-CPS Ethiopia also supports civil society organisations (CSOs) in broadening their networks across different levels of society, while strengthening the organisational capacities of CSOs engaging in peace work and collaborative, adaptive learning. 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.

Responsibilities and Tasks

- Advice and support to civil society partner organisations in the design, planning, and implementation of inclusive and effective dialogue formats with diverse target groups;
- Content and technical support to partner organisations in the implementation of peacebuilding activities, workshops and training in methods of non-violent conflict transformation
- Develop and update context, conflict and stakeholder analyses as well as ‘Theories of Change’ assumptions and effects and facilitating of planning and strategy processes.



- Assess the capacity development needs of partner organizations, facilitating capacity strengthening as per their identified priorities. This may include, where relevant, areas such as dialogue, conflict transformation, conflict sensitivity, MHPSS, dealing with the past, participatory methods, mediation, and/or inclusion.
- Contribute to the programme's planning, team and strategy processes as part of an advisory team.
Duties will include:
 - Preparation and updating of context, conflict, and stakeholder analyses, including gender, and system analyses as well as theories of change;
 - Guidance of partner organisations in their peacebuilding, conflict transformation, trauma healing, and social inclusion work in the current CPS Programme;
 - Facilitate and support smooth communication with partners around joint conflict transformation and dialogue projects, including project proposals, updates, and reports.
 - Contribute to organisational development and collaborative learning of partner organisations.
 - Contribute to planning, monitoring, learning, and evaluation of the CPS programme as well as knowledge management of the I4D Programme;
 - Support of programme and team processes, including strategic planning as part of a pool of CPS experts as necessary;
 - Other tasks, as assigned by the supervisor.

Required qualifications, competencies, and experience.

Qualifications

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

Professional experience

- 5 or more years of experience with least 3 years of professional work experience (with references) in peace building, conflict transformation, and related fields, including governance, human rights, gender and social inclusion work;
- Experience in the field of psychology and counselling (especially MHPSS and Dealing with the Past) are of advantage.
- Sound knowledge of and experience in dialogue processes, conflict analysis, and conflict sensitivity. Practical experience in gender sensitivity and social inclusion analysis is of added advantage.
- Skills to facilitate participatory and inclusive peace dialogues, workshops or trainings on capacity development. Experience in participatory, trauma-informed, and/or creative methodologies is desirable.
- Proven experience in working with CSOs, networks, or local initiatives and communities



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, in a process-oriented way, and prioritise workloads and tasks;
- Readiness and willingness to undertake 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 recruitment-ethiopia@giz.de

Note:

Please make sure you mention the vacancy number and position **‘Your Full Name_ Peace Building & Conflict Transformation Advisor #013/2026** in the subject line of your email application.

Due to the large number of applications, we categorize applications with vacancies.

Applications without vacant 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 people with disabilities to apply for the position. In the case of equal qualification, people with disabilities will be given preference.

Applications from qualified women are encouraged.

“GIZ is an equal opportunities employer committed to diversity. All qualified candidates, regardless of disability, age, sex, ethnicity, race, and religion are encouraged to apply.”

“Please refer to our [brochure](#) to learn more about GIZ’s attractive benefit package.”

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