

PEACE BRIGADES INTERNATIONAL – JOB ADVERTISEMENT

Position:	Coordinator – Inter-Community Peace Building and Reconciliation (Civil Peace Service Worker)
Reports to:	PBI Indonesia Project Committee
Location:	Jakarta, Indonesia (with a 2-3 months training and preparation period in Europe)
Benefits:	30 days annual leave, insurance, rent allowance, other benefits according to German Development Aid Worker Act
Hours:	40 hours per week
Salary:	Based on the German Development Aid Worker Act (see below)
Duration:	2 years (with possibility of extension)
Starting Date:	May 2020

*Applications must be received by **16 March 2020**. Early applications are encouraged and suitable candidates may be invited for interview prior to the application deadline. Due to funder requirements this post is only open to EU and Swiss nationals.*

Overview

Peace Brigades International (PBI) is an international grassroots NGO that has promoted non-violence and protected human rights since 1981. PBI uses its international presence and global networks to protect, support and enable the work of human right defenders and local activists for peaceful social change. For over 35 years, we have protected the lives of hundreds of activists. We are non-partisan and we believe that a lasting peace cannot be imposed from outside but must come from the desires of local people. Please see peacebrigades.org for more information.

ELSAM (Lembaga Studi dan Advokasi Masyarakat, Institute for Policy Research and Advocacy) is an Indonesian think tank based in Jakarta that was established in 1993 by a group of human rights activists and lawyers. ELSAM works within the broad objective of supporting the development of a democratic political order through strengthening civil society and human rights, and carries out a wide range of activities related to human rights advocacy at both the policy and community levels.

PBI Indonesia Project (IP) and ELSAM started their cooperation in 2014 to provide a capacity building programme to Indonesian human rights defenders. Beginning in 2020/21, the project will expand its work in the area of inter-community peace building and reconciliation. Your role will be to develop this area of work in collaboration with the IP team and our partner organisation ELSAM. The Coordinator for Inter-Community Peace Building and Reconciliation will be based in ELSAM's office in Jakarta together with the Project Coordinator and the Training and Protection Coordinator. They will report directly to PBI's Indonesia Project Committee (IPC).

The Project Committee is looking to appoint the right candidate to start in Spring 2020. Due to funder requirements only European Union and Swiss nationals may apply to this post. As part of the selection process the applicant will be required to complete 1-2 weeks in Jakarta for induction and to assess suitability and mutual fit prior to receiving an offer (expenses will be paid by PBI). After successful completion, applicant will advance to the final selection in May 2020. The new staff member will receive a two to three month training contract in Europe prior to being given an overseas contract for a period of 2 years with anticipated posting to Indonesia in summer 2020.

Core Responsibilities

Lead for Peace & Reconciliation Program (50%)

- Co-develop and implement a programme centred around inter-community peace-building and reconciliation between different sectors of Indonesian civil society with a primary focus on Papua, including indigenous and transmigrant communities, as well as younger and older generations and groups from different religions.
- Undertake conflict analysis in collaboration with community members to strengthen the understanding of the conflict, identify topics of common interest, develop awareness and understanding for each group's conflict perspective, and help them in developing suitable responses.
- Initiate and establish forums for increased dialogue between groups and individuals from different backgrounds and communities.

Network Building (15%)

- Encourage relationship building and networking among programme participants through events, trainings and other activities.
- Increase awareness and sensitivity to conflict among national and regional actors in order to strengthen the peace efforts of communities and local civil society actors.
- Facilitate opportunities for affected communities to advocate on issues of inter-community conflict at the national and international level.
- Arrange round table events to bring HRDs and relevant stakeholders together.
- Coordinate on joint projects with national level civil society actors.

Monitoring and Evaluation (15%)

- Lead monitoring and evaluation for the Peace and Reconciliation Program in coordination with team members, each of whom has responsibility for M&E for their respective work areas.

Project activities jointly responsible along with other staff

Training & Mentorship (10%)

- Support the Training and Protection Coordinator by contributing to the facilitation of training sessions or developing training curricula, depending on own expertise.
- Provide ongoing mentorship to assigned HRDs and their organisations through a variety of formal and informal means.

General Programme Coordination (10%)

- In collaboration with ELSAM, monitor and report on all aspects of the project activities and results, including reporting on the impact on gender equality and inclusion.
- Support the development of project sustainability strategies in collaboration with ELSAM and programme partners.
- Contribute to communication and network strengthening initiatives to engage and maintain relationships with stakeholders, e.g. ELSAM, IPC, PBI Country Groups, embassies, local civil society organizations, government bodies, etc.
- Provide support for fundraising, and financial and narrative reporting.
- Create written materials for external project communications, including updates and success stories for the PBI website, fundraising information, pamphlets, etc.

- Assist with organisation of annual face to face meeting and other project management meetings.
- Work with ELSAM to support internal capacity building.
- Contribute to human resources management within the project, including participating in/jointly organizing team meetings, visa management, leave/vacation self-monitoring, recruitment, etc.

Requirements

The post requires a strong self-starter able to work independently but demonstrating very good interpersonal skills such as non-violent communication, consensus decision making and team work. The candidate should be able to meet deadlines and achieve results quickly in a complex, multi-stakeholder environment. Ideally, the candidate should be able to speak Indonesian at least at an intermediate level. The position will include frequent travelling, mainly in Indonesia and in connection with visa renewals.

Required Skills and Experience:

- Minimum 5 years' work experience; preferably in Indonesia or Southeast Asia.
- Proven experience in peace building or community reconciliation.
- Strong background in human rights/social justice .
- Strong security awareness.
- Good communication and writing skills.
- Good understanding of networking and advocacy.
- Ability to facilitate trainings considered an asset.
- Project management skills.
- Ability to work in a consensus structure.
- Commitment to the principles of PBI: non-interference, non-partisanship and non-violence, and equal opportunities.
- Able to speak English and Indonesian (or willing to learn Indonesian); Spanish considered an asset.

Additional requirements

- European Union or Swiss citizen (due to the requirements of the project funder).

Remuneration

Remuneration will be calculated based on work experience and other factors according to German Development Aid Worker Act. This includes 30 days annual leave per year pro rata, health and accident insurance, pension benefits, integration and repatriation expenses and contribution towards rent.

The selected candidate will participate in a 2-3 months training in Europe prior to the field placement which is an excellent professional development opportunity.

To apply for this role please send your CV and covering letter to PBI.IP.Recruit@gmail.com by
16 March 2020.