
Peace Brigades International – Deutscher Zweig e.V. is seeking a
Country Director for PBI's Country Office in Nepal (Kathmandu)

Peace Brigades International (PBI) is an international human rights organisation with offices in the Americas, East Africa, South/South East Asia and Europe. PBI uses its international presence and global networks to protect, support and enable the work of human rights defenders and local activists for peaceful social change. PBI's unique approach combines international protective accompaniment with longer-term capacity development of grassroots activists as well as networking and advocacy for and with our partners from the local to the international level. Besides this, PBI supports local actors also in other ways, including through publications, international speaking tours, monitoring and other creative approaches. PBI advocates at all levels - from the local police to national governments and international bodies such as the UN - for human rights and accountability.

PBI Nepal is registered as International NGO in Nepal. Currently, our work in Nepal is implemented within the scope of the Civil Peace Service, a joint initiative of German peace and development organisations that is funded through the German Government.

As Country Director you will be responsible for the overall management of the current project which focusses on Women/ Human Rights Defenders (W/HRDs) and minority groups. As such, you will ensure proper utilization of project funds as well as compliance with the rules and regulatory requirements of the Government of Nepal, PBI Germany and donors.

You will advise the partner organizations of PBI in Nepal in achieving high-quality project implementation, effective impact monitoring and reporting. Together with PBI Germany and the partner organizations you will further develop the strategic direction of PBI Nepal's work within the CPS program beyond 2025. As Country Director, you will represent PBI in networks, relevant working groups, vis-à-vis the German Embassy and other international stakeholders.

Responsibilities

- Ensuring coordination with the CPS programme and fulfilling the requirements of this programme, as well as financial management and reporting to PBI Germany: budget coordination and financial management, e.g. financial and narrative reporting, preparation, submission and follow-up of change requests during the project period and project proposals for new projects)
- Coordination with local partner organisations to oversee project monitoring and evaluation (PM&E)
- Ensure coordination with and fulfilment alongside the Country Coordinator of the requirements of the Social Welfare Council (SWC) and the responsible ministries in Nepal (e.g. reporting to SWC, preparation, submission and follow-up of applications for modifications during a project period and project proposals for new projects)
- Follow up on compliance with the legal framework for INGO operations in Nepal, working alongside the Country Coordinator. This includes auditing of the organisation, projects and programs in time, annual tax renewal and office registration renewal
- Strategic development of the CPS program, including the development of new project proposals
- Cooperate with other organisations implementing CPS programs in Nepal according to the joint CPS country strategy (incl. regular exchanges, joint monitoring of the CPS country strategy, organising All-Partners Meetings and meetings with the German Embassy)

- Organise and facilitate meetings of the project teams of the local partner organisations including planning and monitoring workshops, as well as capacity training where needed
- Representation of PBI in Nepal towards local authorities like Social Welfare Council or respective Ministries, as well as participation in local coordination bodies
- Cooperation and networking with the international community for advocacy purposes
- Strengthen ties and exchange knowledge between PBI Nepal and other PBI entities worldwide (e.g. participation in International Operational Council and annual Councils meetings)
- Support in the capacity development of partner organisations based on their needs and capacities
- Develop strategic goals for the organisation to maximize its advocacy and ensuring accountability for all aspects of the country program
- Identifying and assessing internal and external issues that affect the organization together with Country Coordinator and minimize the risks and solve the issues

Your profile

- Relevant university degree (e. g. peace and conflict studies, social sciences) and proven work experience in international cooperation, especially human rights or conflict transformation work
- Practical experience with and knowledge of project management (PM&E, budget coordination and financial management)
- Knowledge of project-relevant PM&E concepts and practices
- Work experience in the field of networking, and capacity development with civil society actors in the Global South
- Experience in advocacy with international actors, including embassies, the EU and multi-lateral bodies
- Preferably good knowledge of the human rights situation in Nepal, the country's culture, and people
- Exceptional interpersonal skills, enjoy engaging with people and new environments, and mindfulness regarding your own behaviour and presence
- Commitment to continuous learning and professional development
- Sensitivity in working with different groups in a highly fragmented society and comfortable building connections across organisational and societal divides
- Experience in working in consensus-based non-hierarchical structures or commitment to adapt to this work style
- Willingness to travel throughout the country, including to remote areas
- Interest in protection and security management, including digital security, especially related to promoting the safety and security of human rights defenders
- Fluent English language skills in speaking, reading, and writing, willingness to learn Nepali
- Knowledge of Nepali and/or German language is an asset
- European Union or Swiss citizenship is required

Duration

Two years (with possibility of extension), based in Kathmandu, Nepal starting November 2025 with the possibility of a training and preparation period in Europe before deployment

We offer

- An interesting and innovative mission - implementing and further developing new mechanisms for the protection of at-risk human rights defenders in a value-based organisation with more than 35 years of experience in protecting human rights defenders
- An employment contract with social security and health insurance for you and your family
- 30 days annual leave, rent allowance and other benefits according to German Development Workers Act (EhFG)

Please send your application (CV and cover letter, no photo) until August 3, 2025 to nepalapplication@pbi-deutschland.de

Virtual interviews will take place between August 11 and 15, 2025.

Data protection notice:

By submitting your application documents, you give us your consent to process the personal data you have provided for the purpose of carrying out the application process (cf. Article 6 DSGVO; see also Section 32 BDSG). Your data will only be passed on to those persons who are directly involved in the recruitment process. Your application documents will be stored for evidence purposes in accordance with the General Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz - AGG) for a maximum period of six months. After six months, they will be completely and immediately destroyed. You can find our privacy policy at:

<https://pbideutschland.de/datenschutzerklärung>