

Coaches & Psychological Counselors for Coaching of Development Aid Workers (Honorary basis)

DÜ is looking for psychological counselors/coaches who will accompany development workers (professionals) working with Brot für die Welt's partner organizations worldwide.

The Department for International Development Workers seconds professionals to partner organizations of Brot für die Welt (usually on a 3-year-term). Psychological support for these professionals in particularly stressful situations (e.g. stressful environments, crisis areas) is part of our support services.

Coaches support professionals with the aim of preventing stressful situations in the professional's environment by mobilizing the resources and methods of the professional themselves. You will find further information in the attached Infolyer.

Job Scope

The accompaniment of the professional includes a personal preparation (stress prevention) before the service as a professional, digital support with calls during the three-year assignment abroad as well as a debriefing in person at the end of the contract.

In personal preparation you mobilize the resources and methods of the professional to develop and strengthen coping strategies for dealing with stress peaks. The effective preparation (stress prevention for the specialist) in Germany is of great importance for your three-year digital working relationship with the professional.

During the assignment with the partner organization, you will be accompanying the professional, preventing stress and crisis situations, and support clarification of roles.

At the end of the contract, you can offer the professional a debriefing. It supports closing his*her personal commitment in an appreciative manner and in actively tackling the challenge of professional and social integration in their home country.

The average workload is 20 hours per year per professional.

Profiles of the Professionals

Professionals serve for a period of usually three years at civil society organizations in the Global South. The profiles of the professionals as well as the accompanying family members (partners/children) are international and intercultural, with a wide range of language and competence profiles. Their development policy stance and reflection on roles, privileges and post-colonial dependencies are important to DÜ. For the year 2025 the opening of the personnel programs for professionals from outside of Europe is planned (as this has legally not been possible before). Local coordinators of peace programs (Civil Peace Service) should also be given the opportunity to receive such support.

Your Profile

We are looking for counselors with a broad range of language skills and psychological counseling expertise for the prevention of stress and care of the above-mentioned professionals.

The following are required:

- A relevant university degree (minimum Bachelor's degree), preferably in psychology; or comparable qualifications
- Sound knowledge and work experience in the counselling of people under high psychological stress

- Work or living experience in Latin America, Africa, Asia, Pacific, Middle East, Caucasus, or Central Asia
- Counseling experience in the context of anti-racist work and in post-colonial contexts
- Excellent written and spoken communication skills
- Fluent language skills (written and spoken) in English and at best Spanish or French
- Strong analytical and conceptual skills
- Good organizational skills
- Rooms available for stress prevention sessions

Application

Please submit the following application materials by 23.02.2025:

- Cover letter
- Curriculum Vitae
- If applicable proof of education and work experience (certificates)

Diversity is very important to us. We welcome applications from people of diverse ethnic, national and social backgrounds, diverse genders, sexual identities and age groups.

Contact for questions:

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Dienste in Übersee gGmbH ist eine 100%ige Tochter des Evangelischen Werkes für Diakonie und Entwicklung e.V. mit der Marke Brot für die Welt



Scope of the support instrument

There are two versions of support instrument:

Standard and **Standard Plus**.

These are allocated by Dienste in Übersee depending on the activity and socio-political context on the ground.

	Standard	Standard Plus
Preparation	1 day of stress prevention	2 days of stress prevention
Overseas	6 hours of support/ contract year	15 hours of support/ contract year
Return	0.5 day debriefing	1 day debriefing

Accompanying partners

Partners without their own development service contract receive their own individual stress prevention during the preparation phase and a debriefing corresponding to the Standard version.

The agreed appointments are binding

Appointment postponements must be agreed upon at as early a stage as possible.

Brot für die Welt (Bread for the World) is the globally active development and relief agency of the Protestant Churches in Germany. It empowers in more than 90 countries all across the globe the poor and marginalised to improve their living conditions.

Upon the request of partner organisations of Brot für die Welt, Dienste in Übersee places experienced professionals. They participate for a limited period of time in the projects of the partner organisations and express their solidarity with the people in the respective countries through their active engagement.

Together with these professionals, Brot für die Welt supports the work of its partner organisations beyond national, cultural and denominational borders. By imparting knowledge and exchanging experience at eye level, the professionals work towards sustainable development which the people on the ground can benefit from.

Contact

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How we support your service abroad

Individual supervision for professionals, accompanying partners and colleagues



Düj

Dienste in Übersee
Partner von **Brot**
für die Welt

The offer of supervision is targeted at all professionals from Dienste in Übersee gGmbH, overseas colleagues of Diakonie Katastrophenhilfe, the missions and other cooperation partners who would like to provide external support for their colleagues for their work abroad. This also applies to accompanying partners in an adapted form.

Aims

Working in a different culture involves big changes to which everyone reacts individually. Dienste in Übersee offers the option of being supported by an external supervisor during this time. These supervisors can provide important support, especially in critical situations.

Supervisor selection

Before the start of the preparation phase, each professional is presented with several profiles from a pool of supervisors who work as external freelance specialists for Dienste in Übersee. The supervisors have grounded training in psychology and have several years of professional experience of supporting professionals abroad. Based on the profile and from initial introductory conversations by phone, the professionals choose the supervisor they would like to be supported by. It is possible to arrange with Dienste in Übersee to change your supervisor if the support is not to your satisfaction and an attempt at clarification was not successful.



Preparation

In the preparation phase, the professional and the supervisor arrange to meet up and carry out the mandatory “stress prevention”. This includes the following topics:

- Introduction and clarification of task
- Characteristics as a professional abroad
- Personal strengths and resources
- Coping with stress and conflicts
- Arrangements for support during the trip

The contents are arranged on an individual basis, depending on the life and work situation of the professional on the ground and their prior experiences.

In general the stress prevention takes place in the premises of the supervisors

Support during the activity

The contents of the advice is determined between the professional and the supervisor depending on the specific event. Possible topics may be:

- Communication and conduct in an intercultural context
- Development phases during the contract period
- Professional challenges
- The layout of support structures on the ground
- Coping with violence and/or conflict experiences

The professional decides whether, and to what extent, the supervision is used. However, the supervisors’ have the task of enquiring about the wellbeing of the professional at regular intervals.

Depending on the professional’s preference and the technical facilities available on the ground, the support is possible by phone, in writing or via messenger/video services. If the professional is travelling to Germany for a short time, an appointment in person may also be arranged.

Return

At the end of the contract period, each professional can attend a debriefing. Topics of the debriefing may be:

- Reflection upon experiences
- Returning to Germany or Europe
- Professional and personal plans
- Completion of the supervision

The debriefing must have taken place three months after the end of the contract at the latest.