

Dienste in Übersee is searching on behalf of partner organisations of Bread for the World:

## Professional (f/m/x) for organisational development and institutional sustainability in Honduras

### Background

ASONOG (Association of Honduran Non-Governmental Organizations) is an association of approx. 20 member organisations, some of which are church-related. The goals of the organisation are to build a just, poverty-free society, to foster good governance and to support social, political and economic change in Honduras. Fields of work include civic participation/democracy, the right to food, sustainable environmental and resource management, health management and organisational development of the ASONOG member organisations.

In recent years, international cooperations have increasingly withdrawn from Honduras. ASONOG is called upon to jointly advance the institutional sustainability of the network and its members and to improve their capacities for political advocacy and resource management. As a professional, you support the network in defining and implementing an institutional sustainability strategy and thus contribute to solid organisational and financial structures within ASONOG and its member organisations.

You will be located in Santa Rosa de Copán (Headquarters Office), Honduras. Occasional business trips to the regional offices in Tegucigalpa, Choluteca, Yoro and Intibucá are expected.

### Job Scope

As a professional for organisational development, you will work with the person who is responsible for institutional strengthening. You will have interfaces with the work area Planning, Monitoring and Evaluation, with the management, the executive board and the administration.

In more detail, you will be responsible for the following:

- Diagnosis of the institutional sustainability of ASONOG and its member organizations, including their strengths and weaknesses, their potential to generate their own income, as well as development of recommendations
- Support for the participatory design and implementation of an institutional sustainability strategy in the main topics of the network
- Training of ASONOG employees and member organizations on the sustainability strategy and the implementation tools
- Strengthening the capacities of the employees of ASONOG and its member organizations in formulating a fundraising strategy
- Training and advising the teams and commissions in the formulation of proposals for impact-oriented projects to achieve the strategic goals of the ASONOG network

## Profile

- You have an economics degree with a focus on Business Management/Business Administration, NGO Management, Non-Profit Marketing or a comparable field of study and have completed relevant further training
- You have at least two years of professional experience in the field of strategic planning, especially participatory formulation of sustainability strategies with NGOs as well as evaluation in the NGO context, application and management of projects, participatory elaboration of business plans, promotion and marketing of products, in Latin American countries (ideally in Central America / Honduras)
- You have practical experience in the application of institutional capacity building methods and tools (organizational development, internal administration and finance), change management etc.
- You already have practical experience in knowledge transfer, participatory design of workshops and training courses
- Your business-fluent knowledge of Spanish and good command of written and oral English enables you to communicate confidently and in a way that is appropriate to the target group
- You are a communication talent; your work is characterized by gender-sensitive communication and a high level of intercultural sensitivity

Citizenship of a Member State of the European Union or Switzerland is required.

**Benefits provided by Bread for the World and Dienste in Übersee**  
Bread for the World provides a framework in which the professionals of Dienste in Übersee share their knowledge and skills with people of another culture.

Supportive cooperation, mutual learning and intercultural exchange are enabled by:

- Individual preparation
- Three year contract with benefits in accordance with the German Development Aid Workers Act
- Coaching

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