

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

Professional for organisational development and programme planning in Cambodia

Background

Cambodia is struggling with the legacy of its violent past under the Khmer Rouge regime and the need for comprehensive peacebuilding and reconciliation. Between 1975 and 1979, almost 2 million Cambodians lost their lives. The country is characterised by social fragmentation, limited culture and structures for non-violent conflict resolution and the negative psychosocial effects resulting from the experience of mass violence.

Widespread gender stereotypes and the violation of women's rights are exacerbated by the lack of local approaches to conflict resolution. Many assaults against women and girls are not reported or legally penalised. Victims rarely receive sufficient support.

Against this background, the human rights organisation Women Peace Makers (WPM) develops programmes and projects to strengthen social solidarity in Cambodian communities, combat discrimination and (gender-based) violence and promote gender equality. WPM places particular emphasis on improving the position of women, young people and members of social minorities in formal and informal structures and reducing power inequalities in communities.

WPM was founded in 2000 as a women and youth-led peacebuilding network and has been registered as an NGO since 2003. The organisation has grown considerably in recent years.

You are located in Phnom Penh, Cambodia.

Job Scope

As a professional, you will support WPM in placing project work in a strategic, international and political context and developing sustainable solutions for social transformation.

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

- Analysing current trends and challenges relevant to human rights and gender policy in Cambodia and further developing the strategic plan together with WPM staff
- Supporting programme development and communication, also with regard to new fields of work
- Identifying the training needs of WPM staff with a particular focus on social change processes, e.g. in the areas of gender equality, inclusion and mental health, digitalisation and peace work
- Documentation of training content for the long-term use of employees
- Support in the organisation and realisation of partner meetings and networking events as well as the communication of project work to the outside world

Profile

- Relevant Bachelor's degree (e.g. nonprofit management, business administration, communications), a Master's degree is a plus
- Relevant professional experience in organizational development and program management, ideally in the non-profit sector
- Expertise in Human rights and gender policy as well as knowledge of participatory methods of workshop organisation
- Ability to analyse and implement complex processes
- Excellent communication and teamwork skills
- Fully proficiency in English
- Interest in mutual learning in an intercultural context
- Flexibility and motivation for social integration into the Cambodian culture

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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