

Central African Borderlands Programme

Regional Head of MEAL

RECRUITMENT PACK



WHAT WE DO



We promote lasting peace by facilitating discussions between people divided by conflict, enhancing trust and enabling them to identify mutually acceptable solutions to root causes of conflict.

We are committed to independence, impartiality and inclusivity and are known for our ability to empower otherwise excluded groups to engage in peace processes.



We train and equip local people to gain expertise as peacemakers. These people are now better skilled to act as peacemakers and help resolve and prevent conflict.

About Concordis International

Concordis works alongside those involved in or affected by armed conflict, helping them find solutions that address the root causes of conflict and contribute to lasting peace and economic development.

Vision, Mission and Values

Vision

Our vision is for every community affected by armed conflict to have the resources it needs to manage conflict peacefully.

Mission

- To build **trusting relationships** with people involved in or affected by armed conflict.
- To facilitate **challenging conversations** between people from opposing factions.
- To enable people to find **workable solutions** that address the root causes of conflict and contribute to lasting peace and economic development to **mutual benefit**.
- To include **women** as well as men, those in armed groups as well as those who chose not to take up arms, national governments as well as civil society.
- To **leave a legacy** of sustainable mechanisms that enable future conflict to be managed peacefully.

Values

We are committed to transformational justice and peacebuilding, underpinned by Concordis' values of:

- **Humility** – we recognise that we do not have all the answers, that there are different ways of dealing with and resolving conflict, and that our contribution should be part of a broad engagement by a number of people and organisations.
- **Impartiality** – we act in a consciously non-partisan manner.
- **Inclusivity** – we promote active participation in our dialogues from people representing as many strands of opinion or interest as are appropriate. We work creatively to give voice to people and groups who might otherwise be marginalised by reason of gender, age or ethnicity.

In carrying out its work, in dealings with its staff and in relation to governance and funding, Concordis:

- Acts with honesty, integrity and transparency and encourages accountability.
- Has proper regard for the welfare of all involved in its operations, both staff and beneficiaries.
- Consciously engages with women as well as men, values diversity and recognises the gendered dynamics of conflict.
- Is professional and respectful of others, acknowledging the importance of building relationships.
- Is reflective, responsive and nimble in its approach.

A Note from the Chief Executive, introducing the role:

Thank you for your interest in this exciting new role within the growing Concordis' team.

This programme exists because we were invited to act. Communities and authorities affected by conflict across this borderlands region recognised the impact of our longstanding work in CAR, Sudan and South Sudan, and invited us to set up mirrored programmes across the borders in Cameroon and Chad.

The donor also recognised the impact of this work and approached us unilaterally with an offer of a significant, four-year grant to implement this programme.

At Concordis, it's not good enough for us merely to deliver programme activities; we aim for sustainable impact for peace, addressing root causes of conflict and measuring attitudinal and behavioural change attributable to our work. Inclusivity is one of our core values, and we're looking to see transformation of conflict that's experienced by women as well as men, herders and farmers, people in rural settings as well as those in urban centres.

We're looking for a MEAL specialist who is, at heart, a peacebuilder. You'll deputise for the Regional Director as needed, and work collaboratively as a key part of the Regional Leadership Team to shape the strategic direction of Concordis' future work across the Central African region.

As Regional Head of MEAL, your work will go above and beyond reporting to the donor on logframe outputs and outcomes to the donor, as important as those are. With your extensive peacebuilding experience, you'll work with the team to develop and implement sophisticated metrics for measuring these changes over time. You'll feed this information back into programme delivery, to ensure programmes remain accountable to the wider population and adapt to the rapidly changing and fragile contexts in which we work.

You'll also use your flair for writing and your publishing skills to produce more informal news items, telling stories of the impact of our work, and publicising the recommendations that come from dialogues we facilitate. This will help us amplify voices that are often ignored by decision makers, leading to evidence-based policy making.

This work can demand a lot from all of us, and we have high expectations for the person in this post, but you'll be part of a supportive team, leading an exciting programme, helping to make a measurable change for peace.

Best of luck with your application and do please keep an eye out for additional roles, forwarding them on to folks you think might be interested and a good fit.

Go well!



Peter Marsden

Information about the Central African Borderlands Programme:

The objective of the programme is to prevent and mitigate the impact of local conflicts in the border areas of the Central African Republic (CAR), Cameroon, Chad and Darfur, Sudan. The four countries depend heavily on agro- pastoral activities including cross-border transhumance: the seasonal movement of livestock across borders in search of good pasture for grazing.

The four year programme aims to address the root causes of instability and conflict in central Africa, particularly those associated with the practice of transhumance, by improving the resilience of cross border communities, strengthening local and border security and promoting local dialogue, conflict resolution and cross-border cooperation.

The programme builds on work Concordis has been doing with local communities in CAR and Sudan for over ten years and which it has recently been invited by local representatives to expand into the borderlands of Chad and Cameroon.

The programme has three specific objectives:

1. Manage border area agro-pastoral conflicts by setting up and / or supporting local community mechanisms for conflict prevention and management, with the active participation of women and youth.
2. Reduce illegal actions and agro-pastoral conflicts in and around protected areas (including national parks) near the border by establishing effective working partnerships between the manager of these areas and local stakeholders.
3. Strengthen cross-border local governance and contribute to local and high-level dialogues around conflict resolution and peacebuilding.

Programme activities are likely to include:

1. Consultation studies to understand the needs of local communities and identify drivers of conflict.
2. Strengthening or establishing local Advisory Groups for the prevention and management of conflict and to build resilience in local communities.
3. Workshops to address root causes of conflict and identify ways to transform conflict.
4. Training of managers of protected areas including national parks and of local communities who use the areas in conflict resolution and mediation to enable them to identify and address tensions and conflicts around the use of the parks.
5. The facilitation of cross-border agreements, building on the success of existing agreements including the Engagement Acts between local authorities in CAR and Chad.

The nature of this regional programme is that the approach will vary according to the local nuances of conflict. This flexibility will be essential in Darfur, Sudan where activities may need to be adapted with agility in response to a rapidly changing context.

Information about the Role:

- Job Title: Regional Head of Monitoring, Evaluation, Accountability and Learning (MEAL)
- Location: Flexible, but spending at least 25% time in the Regional Office in Cameroon, with regular visits travelling across CAR, Cameroon and Chad
- Reporting to: Regional Director, based in the Regional Office
- Supervising: Up to seven MEAL Managers based in hubs across the region
- Salary: €55,000 to €67,500 gross of tax. 33 days of annual leave (plus R&R, accommodation and food allowance when in-country)

Role Duties and Responsibilities:

Develop and implement the programme's monitoring and evaluation systems

- Develop and oversee the systems to monitor and evaluate activities and their impact
- Evaluate and enhance existing data collection tools used during previous monitoring exercises
- Evaluate and enhance existing metrics to measure attitudinal and behavioural change resulting from programme activities.
- Design the implementation plan to monitor and evaluate programme delivery.
- Contribute to the development of Concordis' peacebuilding methodology, policy, strategy and monitoring and evaluation.

Responsible for programme monitoring and evaluation

- Ensure the programme adapts and evolves to meet the needs identified, remaining accountable to communities affected by conflict.
- Monitor against performance indicators to check that the project is delivering as planned. Identify issues and agree action plans to address.
- Monitor against the Theory of Change and ensure the programme is achieving the intended impact. If not, identify what needs to change and how to create that change.
- Capture learning and identify what worked, what didn't work and what we'd do differently next time.

Responsible for producing timely internal and external reports

- Lead the MEAL team to produce monthly and bi-annual donor reports on all regional programme activities.
- Generate clear, professional and visually attractive reports that explain the impact of our work and the recommendations from our dialogues.
- Work with the Communications team producing informal news items, telling the story of the impact of our work and publicising the recommendations that come from dialogues facilitated by Concordis.

Create a culture of accountability and learning across the Regional Team

- Lead on ensuring staff across the programme understand the role of MEAL in their work and have the skills to operate the required systems and capture the data.
- Deliver training and coaching on our approach to MEAL, techniques and tools to the wider team.

Leadership responsibility in the Regional Team

- Deputise for the Central African Regional Director in their absence.
- As part of the regional Senior Leadership Team oversee the work and staff teams in the regional hubs in CAR, Cameroon, Chad and Sudan.

Person Specification:

Essential:

- At least 5 years' peacebuilding experience in complex environments, preferably in sub-Saharan Africa
- At least 2 years' senior management experience, managing both staff and budgets;
- Proven experience of evaluating the impact of peacebuilding work
- Professional level French
- Exceptional writing skills in either French or English, able to produce highly professional reports for a range of audiences
- Willing to spend at least 25% time in country, travelling throughout the countries
- Demonstrable experience in monitoring and evaluation of peace processes
- Masters degree in international relations, development studies, conflict resolution or a related discipline
- Excellent IT skills, including MS Office and tools to analyse large datasets
- Personal efficiency, resourcefulness, organisational ability and the ability to be flexible and maintain good humour in challenging circumstances
- Awareness of cultural diversity and political sensitivities and ability to address such issues with tact, diplomacy and sensitivity
- Commitment to Concordis' mission, principles, values (available at <http://concordis.international/our-mission-and-values/>)

Desirable:

- Fluent in Sango.
- Practical experience and/or training in NGO Security Management.

Application Information:

How to Apply:

Applications will only be considered if they are submitted as follows:

Submit your CV and a covering letter as two separate documents. The cover letter should be no more than two pages long and explain:

- Why you are interested in the post and why you'd like to work for Concordis
- How your skills and experience make you a good fit for the person specification
- What languages you can use to a professional level, including verbally and in writing. What languages have you prepared donor reports in or been published in
- Your experience in senior management
- Your experience of evaluating the impact of peacebuilding work

The document should be saved in PDF in the following format:

Your First Name-Your Last Name–Document Name–Date(mmyy) eg, John-Smith-CV-0524

Please send both documents to hr@concordis.international

Timeline:

Closing Date: Sunday 23rd June at 23.59 hours

Selection Process:

All submitted applications will receive an automatic response acknowledging receipt but we regret that we will not be able to enter into individual correspondence with unsuccessful applicants.

Interviews are expected to take place online.

Equality Statement:

Concordis International is committed to treating all people equally and with respect irrespective of their age, disability, gender, race, religion or belief, sex or sexual orientation. We actively encourage equality and diversity and we look to recruit across age, gender, ethnicity and background to support our peacebuilding mission.

Queries:

If you have any queries or you would like an informal discussion about this opportunity, please contact the HR team by email on hr@concordis.international and we'd be happy to help.

We will keep your personal data carefully and within the requirements of the General Data Protection Regulations.

All offers of employment will be subject to pre-employment checks including satisfactory references and appropriate screening. This includes criminal records checks, review of sanctions and proscribed groups lists. Concordis also participates in the Inter-Agency Misconduct Disclosure Scheme.

For more information about Concordis International please visit our website at www.concordis.international