

Job announcement

- **Position:** Head of Policy Engagement
- **Location:** Geneva, Switzerland
- **Contract Type:** Full-time
- **Reporting line:** Executive Director
- **Closing Date for Applications:** 1 December 2023

1. BACKGROUND TO THE PRINCIPLES FOR PEACE

The Principles for Peace Foundation (P4P) stands at the forefront of global peace engagement. Founded with the visionary aim to redefine peace engagement across the world, P4P harnesses the Principles for Peace to catalyze transformative shifts in policy, practice, and financing, ultimately striving for a more durable and impactful peace. Acting as an independent catalyst, P4P champions wide-reaching, multi-stakeholder collaboration and bridges actors across varied intervention levels, united by the Principles for Peace. Our influential global network weaves together experts from diplomatic, political, security, and development sectors, positioning us as a connective tissue that fosters equitable partnerships spanning from local grassroots to the international stage.

Through our regional and country-specific Participatory Periodic Reviews for Peace (PPR), we curate a holistic reading and narrative of the peace and conflict landscape. This knowledge ecosystem, underpinned by diverse sectoral insights, guides decision-makers, signaling pivotal moments for strategic redirection.

P4P's endeavors in peace engagement are bolstered by a rich tapestry of tools – from peace gaming and playbooks to tailored simulations. These instruments, conceived in synergy with decision makers, experts, and rooted in local wisdom, support peacemaking and peacebuilding strategies at varying scales, all guided by our foundational Principles for Peace.

These Principles, crafted through an exhaustive two-year evidence generational and consultation process involving 700 case studies and consultations in over 60 countries, encapsulate the contemporary call for a rejuvenated philosophy in peacemaking. They serve as a shared compass for diagnosis, decision-making, and timely interventions in the realm of peace. Our collaboration with the revered International Commission on Inclusive Peace and engagement with a myriad of stakeholders, from the grassroots to governmental echelons, has solidified Principles for Peace as the most expansive collective endeavor in the peace arena, with over 120 participating global organizations.

In our continuous endeavor to amplify our impact and redefine the landscape of peace engagement, we are excited to announce the position of Head of Policy Engagement. This pivotal role, integral to our global management team, will directly report to the Executive Director and spearhead our policy engagement endeavors.

2. KEY RESPONSIBILITIES

a) **Strategic Leadership and Senior Policy Advisory Role:**

- Serve as a primary lead expert with an established background in peace engagement, conflict resolution, and global peace processes, delivering top-notch intellectual leadership on P4P's methodologies and strategies in promoting peace.
- Provide high-level policy assistance on all matters related to peace engagement, conflict resolution, and peacemaking, in alignment with the Principles for Peace framework.

- Lead visionary thinking and proactive analysis on emerging global peace challenges, offering policy alternatives that emphasize the Principles for Peace and promote shifts in global peace practices.
- Spearhead advisory services and research initiatives related to peace engagement, including studying trends, evolving conflict scenarios, and creating adaptable strategies and toolkits specific to diverse regions and contexts.
- Design and execute policy research related to global peace issues, working independently and in conjunction with other advisors to further P4P's mission and objectives.

b) Policy Engagement on Peace and Conflict Resolution:

- Elevate P4P's strategic positioning in global peacemaking dialogues, leveraging expertise on peace engagement and fostering connections with international entities such as the UN, regional bodies, and local stakeholders.
- Support P4P's leadership in engaging with international partners, shaping the narrative around peace engagement, and bolstering global momentum towards sustainable peace.
- Collaborate with global partners, including international organizations and think tanks, to develop strategic methods that align with the Principles for Peace.
- Lead substantive contributions to international peace dialogues and review processes, reinforcing the adoption of the Principles for Peace in various platforms.
- Act as P4P's primary liaison for specific global peace initiatives, forging partnerships and collaborations with other peace-focused organizations and relevant entities.

c) Community Convening and Practical Guidance:

- Convene and nurture communities of practice, creating a robust platform for exchange of knowledge, best practices, and shared experiences in the peace engagement domain.
- Organize and oversee simulation exercises and other interactive methodologies, ensuring their alignment with the Principles for Peace and their efficacy in promoting peace engagement understanding.
- Provide hands-on, practical, and actionable guidance to global and country-level partners, ensuring they are well-equipped to implement peace strategies rooted in the Principles for Peace.

d) Partnerships and Resource Mobilization:

- Augment and fortify strategic partnerships with global peace entities to enhance interorganizational cooperation and maximize the impact of peace efforts.
- Mobilize and strengthen relationships with governments, development partners, civil society, academic institutions, and businesses to expand the Principles for Peace initiative.
- Explore new partnerships that foster innovation, spearhead resource mobilization efforts, and procure funding from partners vested in the Principles for Peace mission.
- Oversee internal planning and programming frameworks in liaison with P4P teams, ensuring seamless execution and alignment of organizational goals.

3. QUALIFICATIONS

- Advanced degree in Peace Studies, International Relations, Political Science, or a related field.
- A minimum of 10 years of progressively responsible experience, of which at least 7 years must be in peacebuilding, conflict prevention, sustainable development, and international cooperation.

- Proven track record in the field of peacebuilding, conflict prevention, and global policymaking across multiple forums.
- Demonstrated experience in defining global policies and strategies, with the ability to translate these into practical solutions, guidance and advisory services.
- Strong political acumen and prior work experience in politically intricate environments.
- Robust negotiation and influencing capabilities, with a knack for building consensus and fostering productive working relationships. Prior coordination and technical advisory experience is desirable.
- Excellent communication abilities, including public speaking experience.
- Extensive experience managing organizational policy functions, as well as think tanks and research institutions.
- Proficient managerial skills, with experience in leading multidisciplinary teams. An inherent growth mindset, entrepreneurial spirit, willingness to go above and beyond for mission success, flexibility, and adaptability are essential.
- Eligibility to work in Switzerland: Candidates must be EU/EFTA nationals or possess a valid work permit that allows them to work in Switzerland.

4. CONDITIONS OF SERVICE

P4P believes that salary levels should be set in a consistent manner, ensuring equal pay for equal value, responsible use of resources, and at a level that allows the organization to be as competitive as possible.

Job size and contribution value, local labor market, and requirements to attract and retain talent in favorable conditions, are the main factors that structure P4P's compensation framework.

A staff member shall accrue 2.5 days per month of annual leave for each month of service equating to a maximum of 6 weeks leave per year.

Staff members are insured for retirement, disability and death by the state insurance AVS and the pension plan provided by a private insurer (foundation), based on the LPP (loi sur la prévoyance professionnelle).

P4P entered into a contract with a private foundation to provide adequate coverage for retirement, disability or death. Details of this plan are available on the online platform of CIEPP.

60% of the costs are covered by the employer and 40% by the employee.

P4P operates flexible work hours but requires that all its staff are available daily during the "core periods" of 10.00h to 12.00h and 14.00h to 17.00h.

Employees are entitled to work from home for one day per week.

Please note that P4P cannot facilitate work permits for non-EU/EFTA nationals at this time.

5. JOIN THE P4P JOURNEY

If you seek to be part of an innovative and forward-thinking organization with a genuine commitment to global peace and security, the Principles for Peace Foundation welcomes you. Embrace the opportunity to collaborate with diverse partners, influence realpolitik, and transform societies at the grassroots level. Together, we can reshape the landscape of peace processes and forge a path to a more peaceful world.

Come and be a driving force in the Principles for Peace Foundation - where innovation, collaboration, and lasting impact converge.

We value diversity and aim to achieve gender equality, welcoming applications from all backgrounds.

6. HOW TO APPLY

Submit a cover letter and resume/CV detailing relevant experience and qualifications for this multifaceted role to hr@principlesforpeace.org by the 1st of December 2023. Please include writing samples and references

Please note that only short-listed candidates will be contacted.

Note to be published:

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