

Job announcement

- **Position:** Communications Officer
- **Location:** Remote/home-based (Time zone compatible with Geneva-based team)
- **Contract type:** 12-month consultancy
- **Reporting line:** Senior Advisor, Policy and Strategic Communications
- **Closing date for applications:** 5 December 2025
- **Expected Starting date:** January 2026

1. BACKGROUND TO PRINCIPLES FOR PEACE

Principles for Peace (P4P) is a Geneva-based international peacebuilding foundation whose approaches and methodologies emerged from a four-year global consultation process involving thousands of stakeholders in over 60 countries and over 700 case studies.

P4P operates within the global peacebuilding ecosystem and is directly engaged in accompanying peace processes in Somalia, the Philippines, and—since March 2024—Israel-Palestine, through the Uniting for a Shared Future (USF) coalition.

We have pioneered:

- A common set of principles, standards, and methodologies for peacebuilding and stabilization.
- Coalition-building and accompaniment to support legitimate, inclusive peace processes.
- The **Peace Navigator**: a measurement platform tracking peace trajectories in over 50 countries.
- Simulations and course-correction tools to improve decision-making, legitimacy, and inclusion.

P4P bridges political leadership, data, and financing to shift peacebuilding from fragmented crisis response toward legitimate and sustained solutions.

2. JOB SUMMARY

The Communications Officer, under the direct supervision of the Senior Advisor for Policy and Strategic Communications, will play a crucial role in increasing the quality and scope of the communications of the Foundation, notably by providing support on graphic design, website management and updates, video editing, content creation and digital strategy. There will also be scope to assist on media relations and overall communications, though the role is mainly focused on content and digital communications. The officer will be expected to work closely with other members of the Partnerships and Advocacy team, and ensure that P4P's interventions are effectively managed, aligned with global best practices, and adequately financed.

This is a remote role on a consulting contract, with the possibility of occasional travel for major convenings of the Foundation. There are no geographical restrictions, but there is a strong preference for someone in a timezone compatible with Geneva (Europe, Middle East or Africa). A good internet connection will also be essential.

3. KEY RESPONSABILITIES

- a) **Broad advocacy and communications:**

- Support the organisation's communication and advocacy activities and help build and maintain political dialogues, partnerships, and alliances to collaboratively influence policy, practice, and financing.
- Act as a number two to the Senior Advisor, providing support where needed on drafting media briefs and other tools.
- Support production and publication of material (printed, web-based) on P4P areas of interest.

b) Graphic design and content creation:

- Create and update templates and static visuals for the foundation's social media and web communications; contribute to the integrity and attractiveness of P4P's visual identity.
- Create and edit video content for P4P channels (YouTube, Twitter and LinkedIn currently; potential of activating or reactivating other social media)
- Design, edit and lay out reports and other publications for dissemination through various channels

c) Digital strategy:

- Create and maintain a forward-looking digital communications strategy and calendar based on existing social media/content channels, website and also potentially growing the number of channels, that fits with our broader strategic engagement priorities and key audiences.
- Work with the Senior Advisor to develop a regular newsletter for key audiences.
- Take over and overhaul the website.
- Develop our analytics and measurement (using tools like Google Analytics) to assess the success and impact of our digital communications.

d) Directorate collaboration:

- Work closely with the directorate to coordinate and prepare reports, briefing materials, and policy briefs.
- Ensure the directorate is well-prepared for internal and external engagements, synthesizing complex information into actionable insights and clear communications.

e) Stakeholder engagement and representation:

- Support management and coordination of P4P's Stakeholder platform.
- Manage the institutional Stakeholder Platform and support joint initiatives with members based on the framework of the Principles for Peace.

4. QUALIFICATIONS

- An advanced degree in Communication, Journalism, Peace and Conflict Studies, International Relations, Development Studies, or a related field.
- At least two years of demonstrated and relevant experience in communications, preferably within the conflict prevention, peacebuilding, peacemaking, or international development sectors. Field experience would be a strong asset.
- Strong graphic design and video editing skills would be a major plus, especially experience with tools such as CapCut and Canva.
- Experience managing social media accounts and websites for non-profits, government bodies or international organisations would be appreciated.

- Exceptional analytical and strategic thinking abilities, with a proven track record of managing complex projects and making data-driven decisions.
- Excellent communication and interpersonal skills, capable of building and maintaining productive relationships with a diverse range of partners and stakeholders.
- An inherent growth mindset, entrepreneurial spirit, willingness to go above and beyond for mission success, flexibility, and adaptability are essential.
- Willingness to work essentially remotely, with occasional travel (sometimes to challenging environments).
- Excellent knowledge (written, spoken) of English essential. Knowledge of other languages (French, Arabic) would be an advantage.

5. CONDITIONS OF SERVICE

P4P believes that pay 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 favourable conditions, are the main factors that structure P4P's compensation framework.

As a consultant, we would expect a clear indication of your daily rate and availability.

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

6. JOIN THE P4P JOURNEY

If you seek to be part of an innovative and forward-thinking organisation 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.

7. HOW TO APPLY

Submit a cover letter and resume/CV detailing relevant experience and qualifications for this multifaceted role, as well as your daily consulting rate, to [oconnell@principlesforpeace.org](mailto:connell@principlesforpeace.org) by 5 December 2025. Please include writing sample(s) and references.

We reserve the right to close the position early if we consider the number and quality of applications received to be sufficient.

Incomplete applications or applications received after the deadline will be disregarded. Only shortlisted candidates will be contacted.

In case of disability, please mention any adjustments that will assist you in attending the written test/ interview or undertaking this post.

The applications will be treated confidentially.