



## JOB DESCRIPTION

<b>Job Title</b>	<b>Senior Peace &amp; Conflict Adviser – Africa</b>
<b>Reports to</b>	<b>Head of Programme Development - Africa</b>
<b>Management Responsibility</b>	n/a
<b>Job location</b>	<b>Any country in the Africa region in which Alert has a registered presence, the UK or The Netherlands</b>

<b>Job Purpose</b>
<p>To provide tailored and context-specific support and accompaniment to the development, implementation and consolidation of International Alert (Alert) peacebuilding programmes in Africa Programme (AP). The Senior Peace and Conflict Advisor (SPCA) plays a key role in promoting cross-learning within the Africa Programme (AP) and its subregions: The Great Lakes, Horn of Africa, and West Africa and in supporting analysis around development of programming in new areas.</p> <p>The SPCA works closely with the Africa Director, Head of Programme Development (HPD) and the three Senior Regional Programme Officers (SRPOs), playing a specific support role on analysis, strategic planning, programme development (including regional programmes), learning, and external representation for the country programmes.</p>
<b>Duties and Responsibilities</b>
<p><b>Analysis and research – 25% LOE</b></p> <ul style="list-style-type: none"> <li>• Ensure that conflict analysis (CA) is conducted/updated regularly throughout the programme implementation cycles</li> <li>• Support country office staff capacity building on CA</li> <li>• Design and ensure quality of research and analysis projects; undertake and/or supervise specific research and analysis where appropriate ensuring adherence to high standards</li> <li>• Proactively identify and lead opportunities for cross-learning within the Africa programme and the sub-regions</li> <li>• Maintain a <i>watching brief</i> on regional political developments and produce written updates</li> </ul> <p><b>Programme Quality – 40% LOE</b></p> <ul style="list-style-type: none"> <li>• Provide support to country offices and regional team in the development of new programmes, project ideas and proposals that are coherent with findings from analysis, research and evaluations</li> <li>• Provide conceptual and hands-on assistance to country office and regional teams in their efforts to mainstream conflict sensitivity and related principles into programme design and implementation</li> <li>• Work with other AP regional staff, Alert Impact and Learning Team and Alert Peacebuilding Advisory Unit to improve effectiveness and impact of AP approaches and interventions in the three sub-regions</li> <li>• In coordination with the HPD and SRPOs, support country offices with projects monitoring and external evaluations</li> <li>• Support country offices and regional team with learning and programme development on different thematic areas, including among others youth and peacebuilding; peace-conducive economic development; gender mainstreaming; security governance; natural resource management and climate change</li> </ul>



- Ensure that Alert's approaches and processes are adhered to in all the programs
- Lead capacity building efforts on thematic areas and technical areas related to peace and conflict for Alert country office staff and implementing partners

**Representation and Advocacy – 10% LOE**

- Represent Alert at external events on peace and conflict in Africa nationally, regionally and internationally, including to government, donor representatives, diplomats and external experts
- Support the development of country and regional advocacy strategies in coordination with the HPD, Country Directors and the Africa Regional Director
- Support the implementation of country and regional advocacy initiatives as necessary

**External Services – 20% LOE**

- Contribute to AP efforts to expand our consultancy and commercial contract portfolio by supporting new opportunity exploration and bid development, delivering TA services and overseeing and coordinating delivery by Alert staff and external consultants
- Support the development of a strong network of external consultants with context-specific expertise by keeping track of lessons learned, performance and quality of deliverables
- Support country offices to identify and mobilise external technical experts for programme implementation and consultancies.

**Others – 5% LOE**

- Contribute to team-wide communications and knowledge management, and participate in organisation-wide events and discussions on related topics/projects
- Any other tasks as may be reasonably required

**Travel requirements**

Travel to the sub-regions (4-6 trips per year)

**PERSON SPECIFICATION**

**ESSENTIAL REQUIREMENTS**

**Talents**

At Alert, we have introduced Talent Management to our business model as we believe talented people are crucial to the success of our work. We believe all individuals are talented and success comes in matching the right talents to the right roles. For this role, a talent for identifying opportunities for improved impact of Alert's programming and communicating consistently and effectively with a broad a diverse team is required. This means having a deep sensitivity to local dynamics and matching these with Alert's approach, interest and capacity in Africa. Secondly, since the work will be divided between different country programmes, a talent for inspiring and supporting others in a flexible way and an ability to communicate and coordinate are key.

Advanced degree or certification in relevant subject (international relation, peace and conflict studies, sociology, economics, etc.) or demonstrated equivalent experience

Demonstrable understanding of conflict and peacebuilding issues in sub-Saharan Africa, their practical implications in specific contexts and the ability to engage a wide range of actors on these issues



Strong experience (minimum 7 years) in delivering conflict analyses and advising on the design and delivery of conflict and gender sensitive development and humanitarian programming in fragile contexts, particularly in sub-Saharan Africa
Sound knowledge and experience of conflict-sensitive approaches
Substantial experience in conflict analysis, conflict sensitivity, peacebuilding training needs assessment, design and delivery to a variety of audiences
Significant experience in an advisory, research or training role for an international organisation, academic institution, government or NGO
Strong familiarity with at least one of the following contexts: Sahel, Lake Chad Basin, Horn of Africa, Great Lakes.
Experience delivering capacity-building to colleagues
Experience in Monitoring and Evaluation of peacebuilding programmes
Fluent written and spoken English and French
Excellent report-writing, research, editing and oral presentation skills
Excellent communication, networking and inter-personal ability

### **DESIRABLE REQUIREMENTS**

Post-graduate qualification in relevant subject
Experience in Project Management, including remote
Experience delivering consultancies and/or commercial contracts with a variety of actors, including international organizations and private sector actors
Experience managing consultants
Fundraising and proposal preparation experience