

Salary band 4	- Technical project staff / Programme Adviser
Professional 4T	- CPS Programme Adviser on the transformation of land conflicts in Karamoja and Teso
Reports to:	- Programme Coordinator
Duty:	- -----

Background

Civil Peace Service (CPS) of GIZ is an independent German programme within the field of international cooperation. It is funded directly through grants from its commissioning party, the German Ministry for Economic Development and Cooperation (BMZ).

The objective of CPS is "to reduce or prevent violence, foster understanding and contribute towards sustainable, just peace in cooperation with local partners." In other words, it intends to contribute to the reduction of structural causes of violent conflicts and to support mechanisms of peaceful conflict transformation.

In 2014 CPS Uganda started its programme 'Support for the Participatory Transformation of Land Conflicts in Northeastern Uganda' in the two sub-regions of Karamoja and Teso. Based on a Multi-Stakeholder-Process in each sub-region, a total of 13 Interest Groups (IGs) formed with the aim to share expertise, better understand land issues and jointly work on the non-violent prevention or transformation of land conflicts.

The programme is implemented following a participatory and process-oriented approach, involving a broad array of stakeholders to be able to prevent or constructively engage in the transformation of land conflicts. Initial focus is on the building of capacities of CSOs in the IGs, conflict analyses and building stakeholder consensus and collaboration especially with government institutions and traditional leadership.

The Programme Advisor will join a dynamic team in Karamoja and Teso to support the implementation of this programme, drawing on their expertise, and knowledge about crosscutting regional and national dynamics.

Duty station of this position is Moroto.

A. Responsibilities

The technical professional is responsible for

- implementing daily operational aspects of all issues related to the programme
- accompanying, advising, and supporting CPS partners in their work to address various types of land conflicts
- contributing to the further development of the CPS programme 'Support for the Participatory Transformation of Land Conflicts in Northeastern Uganda' as part of the CPS team
- analysing, recommending and ensuring the strategic and practical involvement of traditional structures in the CPS programme in Teso sub-region
- contributing to the prevention and transformation of land conflicts towards participatory land management in the region
- maintaining a good flow of communication and information between all involved

- institutions and CPS partners and GIZ
- processing technical aspects and further developing their own area of responsibility in accordance with the specified quality standards

The technical professional performs the following tasks:

B. Tasks

1. Management and coordination

The technical professional

- carries out assessments, studies and compiles and documents information and data relevant for the CPS programme
- assists in identifying the needs of relevant stakeholders for the non-violent transformation of land conflicts in the project region and develops strategies on how to address these needs
- promotes dialogue, networking, and collaboration of Interest Group member organisations and other relevant actors
- supports Interest Groups and other partners in conceptualizing, planning, implementing and documenting training events, workshops, forums, team meetings and other project activities
- assists other Programme Advisers in carrying out their work in Karamoja and Teso
- supports in planning, monitoring and controlling of expenses for project activities in accordance with the prevailing provisions
- supports in addressing organisational and management needs of the CPS programme
- coordinates and assists in preparing relevant activities during the studies and the workplace assessments in regard to the placements of future advisers of CPS programme and conducts other activities required for implementing these components
- documents program activities and writes reports, proposals and analyses - making these available in central locations

2. Communication and networking

The technical professional

- develops and maintains contact with all important stakeholders on land issues in Northeastern Uganda with a special focus on Karamoja sub-region
- establishes and maintains good relationships with traditional institutions and actors in Karamoja sub-region
- provides technical support to national and international experts
- contributes to the knowledge management system of CPS
- provides local knowledge and expertise to other programme advisers and the coordinator
- supports international experts with translation and interpretation services from Ngakarimojong to English

- ensures sound cooperation, collaboration and utilisation of synergies within the CPS team in Karamoja and Teso
- stays up-to date and informs the CPS team about relevant social and political debates and developments in Uganda with a special on Karamoja and Teso

3. Other duties/additional tasks

The technical professional

- performs other duties and tasks at the request of the Programme Coordinator

- C. Required qualifications, competences and experience

Qualifications

- university degree on or related to Development Studies, Peace and Conflict Studies, or Social Sciences (equivalent to BA or MA)

Professional experience

- at least 3 years' professional experience in conflict transformation or development work

Other knowledge, additional competences

- knowledge of non-violent conflict transformation approaches
- experience in facilitating multi-stakeholder and dialogue processes
- excellent facilitation, presentation and negotiation skills
- experience in the application of participatory methods and approaches
- strong networking skills
- good working knowledge of ICT technologies (related software, phone, fax, email, the internet) and computer applications (e.g. MS Office)
- strong managerial and organisational competence
- willingness to travel regularly
- familiarity with the cultural and socio-political context of Northeastern Uganda with a special on Karamoja sub-region
- excellent language skills in English and Ngakarimojong (knowledge in Ateso would be an added advantage)
- experience in working on land issues would be a distinct advantage
- work experience in Karamoja would be a distinct advantage
- willingness to broaden own knowledge and skills as required by the assigned tasks (corresponding measures are agreed with management)
- ability to work under pressure and meet deadlines with minimum supervision
- ability to work in diverse multicultural teams

Applications should be submitted to the **Human Resource Department** on Plot 23 Nakasero Road or by email on recruitment-uganda@giz.de