



PeaceNexus is looking for a facilitator specialized in people management and enabling performance

Date of event: 10 – 12 November 2021 (TBC)
Deadline for offers: 14 October 2021
Location: Western Balkans
Language requirements: English
Duration of assignment: ca. 6 days (4 days of preparation/travel/debriefing, 2 days of training)

THE PEACENEXUS FOUNDATION

The PeaceNexus Foundation is a Swiss based operational foundation. We provide a range of capacity building services with the objective of strengthening the effectiveness of organizations that play a role in building peace. Our service areas include organisational development for peacebuilding champions; developing organisational capacities for conflict sensitivity; and supporting inclusive dialogue with business to develop solutions to local peacebuilding challenges. We provide support to international partners and to local partners in our focus regions of West Africa, Central Asia, Western Balkans and Southeast Asia (Myanmar).

We work in 7 countries of the Western Balkans: Albania, Bosnia and Herzegovina, Croatia, Kosovo, Montenegro, North Macedonia and Serbia, where we currently support eight partners on organisational development and conflict sensitivity. PeaceNexus has been working in the Western Balkans since 2014 and currently supports 8 organisations across the region (you can find more information about our programme [here](#)). We select our partners in view of (a) their peacebuilding potential (capacity to contribute to greater inter-ethnic collaboration within and across states and/or ability to mobilise citizens in support of transitional justice and democratic reforms) and (b) their interest to engage in a process of internal change.

The organizations we support are small to medium-sized, with a number of strategic and operational challenges that PeaceNexus engages with through direct accompaniment or by providing resources for engaging external expertise, offering coaching and learning opportunities. Annual peer learning events are another way to contribute to organisational development and learning and they are designed to further support the work we do with partners on enabling them to achieve their internal development goals.

For the 2021 edition of our peer-learning event, the theme selected by participants is: **Managing people and enabling performance.**

Through this focus on human resources management, we want to enable our partners to think through and exchange perspectives on how to manage performing and cohesive teams. We also want to provide a space where participants can safely discuss their human resources challenges, whether they relate to internal accountability, performance management, talent retention or team cohesion. By zooming on such specific themes, we hope participants will walk away from the event having identified concrete practices they can model in their strategic and day-to-day management roles.

The event will gather a group of approximately 15 high level representatives of local CSOs and regional initiatives. The participants expect an invigorating mix of training and peer-learning methods, including space to practice new methods immediately and to exchange their experiences.

Responsibilities and Tasks

The PeaceNexus Western Balkans team will develop the draft program for the event based on inputs collected from partners. The responsibilities and tasks of the consultant will be to:

- Support PN in the finalisation of the program and facilitation by providing inputs and feedback



- Support PN in the preparation of participants for the event
- Co-facilitate the 2-day event with PN, by directly facilitating specific sessions

The consultant is expected to bring state of the art knowledge and experience in HR management and facilitation, and to adhere to the highest standards of quality, confidentiality, and participant-orientation. In addition to accompanying the preparation and facilitation of the event, Peace Nexus will handle event logistics.

Profile Requirements:

We are looking for a consultant with the following profile:

- Demonstrated strong facilitation skills
- Capacity-development and/or coaching experience, including preferably with leaders of organisations
- Demonstrated experience in human resources management, including in the non-profit sector
- Experience working with change-oriented and small to middle-size organizations
- Familiarity with the Western Balkans and ideally with PeaceNexus' fields of expertise (peacebuilding, organisational development, conflict sensitivity) would be an asset.

Timelines

The consultant is expected to be recruited by 22 October, while the event is expected to take place 10 – 12 November. The consultant is expected to be available for preparation in the weeks of 25th October and 1st November. The selected consultant will be expected to travel to the Western Balkans for this event (most likely in Serbia, Albania or Montenegro). To ensure the safety and comfort of all participants, PN will expect the selected consultant to provide proof of COVID-19 vaccination and undergo a negative PCR testing before travelling.

Your proposal

Your proposal should include a letter detailing relevant past professional experience and brief bio; an outline of key considerations that would inform the development and facilitation of the programme (in line with the selected theme); information on availability and fees (excluding travel and accommodation, since this will be covered in addition and according to actual costs).

Please submit your proposal by 14 October 2021 to vladica.jovanovic@peacenexus.org with the **subject line: WB peer-learning *First Name Last Name***.

Shortlisted candidates will be interviewed in the week of 18 October.