

Job Posting



Project Manager - Capacity Building and Organizational Development (m/f/d)

In Chernivtsi, Ukraine, with some travel to other regions.

OPEN FOR INTERNATIONAL CANDIDATES ONLY

Join our team working for peace and conflict transformation in Chernivtsi starting October 1st.

Who we are

Founded in 1996, Pro Peace (formerly ForumZFD), an international non-profit organisation, is currently active in 13 countries in Europe, the Middle East and South East Asia. Civil society actors who are committed to peace and non-violence in conflicts form the focus of the organisation's work. Pro Peace advises and supports them, collaborates on projects and campaigns together for sustainable peace policies.

Pro Peace is a government-recognised member of the Civil Peace Service (CPS) consortium and a signatory of the Transparent Civil Society Initiative.

About the role

ProPeace established its presence in Ukraine in 2017 and currently operates through offices in Chernivtsi, Kyiv and Odesa. We work with Ukrainian partners in the fields of civil conflict transformation and peace building.

As a Project Manager- Capacity Building and Organizational Development you will play a key role in strengthening the organizational development processes of ProPeace's civil society partners in Ukraine. Under the overall guidance of the Country Director, you will analyze and address partners' capacity needs and design strategic, innovative approaches to support local actors in civil conflict transformation and peace building.

You will also contribute to project implementation including documentation, internal knowledge management, and PM&E at both project and programme levels.

Your key responsibilities

- Lead the assessment of organizational capacities of partners at local, regional and community levels, (e.g. NGOs, CBOs, networks).
- Develop and implement organizational capacity improvement plans, including measures to strengthen resilience of partners in the context of the ongoing war in Ukraine.
- Strengthen partner capacities in areas such as: Leadership, Strategic Planning, Organizational Management and Effectiveness, Systems Thinking, Conflict Transformation, Trauma Sensitivity, Project Management, Resource Mobilization.
- Provide hands-on guidance, mentoring and coaching to partners.
- Assist partners identifying their capacity building priorities, address challenges, initiate corrective actions and liaise with relevant parties ensuring consistent follow-up.
- Design and deliver customized learning materials and methods, including workshops, peer learning sessions, and ongoing mentoring.

- Support and expand local partnership networks, facilitating collaboration and joint actions among partner organizations.
- Maintain strong relationships with existing partners and identify new actors based on emerging needs within the programme.
- Ensure that capacity-building efforts are well-integrated with other programme components and aligned with Pro Peace's broader strategic goals.

Your profile

- Minimum of 5 years of proven professional experience in Capacity Building and Organisational Development.
- University degree in social sciences, peace and conflict studies, or other relevant field.
- Demonstrated experience in designing and implementing tailored capacity-building tools and training based on partner needs.
- Experience working with local communities and civil society actors, including support to CSO/CBO networks, initiatives, and activists in conflict context.
- Proven ability to independently plan, initiate, and manage cooperation projects with local partners.
- Solid project management experience, ideally with knowledge of trauma sensitivity and PM&E methods and tools. Experience working on peacebuilding or conflict transformation in Ukraine or comparable conflict-affected contexts.
- Understanding of Ukraine's war-related challenges, political and social dynamics is an advantage.
- Strong interpersonal and teamwork skills; ability to integrate quickly into project teams and contribute to strategic planning.
- High level of intercultural sensitivity and personal resilience to live and work in a complex, dynamic context.
- Proficiency in standard IT applications.
- Excellent written and spoken English, knowledge of Ukrainian or Russian is an asset.
- Valid driving license and experience.

Our offer

We offer an attractive position with responsibilities for a minimum of two years in a growing, mission-driven organisation.

As the position is based on the German Development Aid Workers Act (EhfG)¹, it is open for non-Ukrainians only. The position is remunerated according to the provisions of this law, including comprehensive social security benefits and financial reintegration assistance upon return.

We also offer participation in qualification and professional development courses (among others, at our Academy for Conflict Transformation), a project-based preparation, regular coaching and, if needed, participation in a language course.

¹ Please find further information about the EhfG on: www.agdd.de/en/before/development-service-and-ehfg

Job Posting

Start of assignment

Ideally, you are available to start working on **October 1st** (preparation courses, followed by at least two years' work within the project with the option of extension).

Your application

Please apply online [here](#) (motivation letter, CV and contact details of 2-3 persons who may provide personal references) at the **latest by August 25th**.

Interviews are planned to be scheduled in the week **of September 8th and 9th**. In case of any questions, please feel free to contact **Zornitsa Popova-Glodzhani** popova-glodzhani@forumzfd.de

Please find further information about our organisation and our work online at www.propeace.de/en. This and other vacancy announcements can be viewed at www.propeace.de/en/jobs.

We are looking forward to receiving your application!