



ProPeace

Advisor for Planning, Monitoring, Evaluation and Learning (m/f/d)

In Chernivtsi, Ukraine

OPEN FOR INTERNATIONAL AND NATIONAL CANDIDATES

We are looking for an Advisor for PMEL (m/f/d) based Chernivtsi, Ukraine, starting from September 1, 2025.

About the role

Pro Peace (formerly forumZFD) established its presence in Ukraine in 2017 and currently operates through our offices in Chernivtsi, Kyiv and Odesa. We work with local Ukrainian partners in the fields of civil conflict transformation and peace building.

The Advisor for Planning, Monitoring, Evaluation (PMEL) Advisor is responsible for providing leadership, technical support and capacity building on planning, monitoring, evaluation, and learning for the Pro Peace programme in Ukraine. The PMEL Advisor will coach, capacitate and support the Pro Peace team and partners organisations to understand and apply PMEL for peace building and ensure effective programming. The position also works in close coordination with the PMEL Advisors in other country programmes and those responsible for PMEL in the head office in Cologne. The position reports to the Country Director based in Ukraine.

Your tasks and responsibilities

- Support the further development of Pro Peace PMEL standards and processes in close cooperation with the Country Director in Ukraine and the Head of Programme in the Head Office
- Introduce and implement Pro Peace PMEL standards and approaches to programme staff, ensuring alignment and understanding.
- Co-lead the implementation of PMEL within the programme in collaboration with the Country Director, including facilitating and documenting annual planning processes, refining monitoring systems on programme and project levels, and ensuring regular data collection.
- Train and support Pro Peace partners in Ukraine on PMEL methodologies tailored for Peacebuilding initiatives.
- Ensure programmatic coherence and a compelling narrative that clearly links programme/project activities to intended outputs and outcomes.
- Contribute to donor reporting by collaborating with the programme team and strengthening the report-writing skills of Pro Peace programme staff in Ukraine.
- Facilitate reflection and learning sessions with Pro Peace programme staff and partners to identify lessons learned and guide project/programme management and strategic decisions.
- Develop and enhance knowledge management systems for the programme to improve organizational learning and efficiency.
- Engage actively in Pro Peace's Global PMEL Team meetings and contribute to cross-programme initiatives to refine the organization-wide PMEL system.

Committed to Peace

Pro Peace
Am Kölner Brett 8
50825 Cologne, Germany

0049 221 91 27 32-0
info@propeace.de
www.propeace.de/en

VR 17651 Amtsgericht Köln
Board: Alexander Mauz (Chair),
Caroline Wiegand

Donation account at GLS Bank IBAN: DE90 4306 0967 4103 7264 00 BIC: GENODEM1GLS



Your profile

- Advanced degree in social science, economics, peacebuilding, management, international development or a related field.
- Minimum of 3 years' related work experience in PMEL for peacebuilding in an international context, ideally in conflict-affected areas.
- Proven expertise in peacebuilding programming and outcome-oriented PMEL systems, including designing and applying monitoring methodologies and tools.
- Advanced skills in data analysis, visualisation, and representing findings.
- Exceptional analytical and report writing skills in English.
- Demonstrated experience in carrying out quantitative surveys and qualitative data collection.
- Strong facilitation skills, with a track record of designing and leading workshops and training sessions.
- Previous experience in coaching and capacity building of individuals and teams.
- Strong leadership, management and organizational skills with good understanding of motivating and working with cross-cultural teams.
- Detail-oriented and results-driven, with the ability to meet deadlines, balance multiple tasks, and work both independently and collaboratively.
- Language skills in Ukrainian and/or Russian are a strong asset.

Who we are

Pro Peace empowers people all around the globe in their commitment to peace. The international non-profit organisation fosters non-violent conflict transformation and paves ways to build a more just and peaceful future.

Founded in 1996, Pro Peace 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 closely collaborates with them on projects aiming to attain just and sustainable peace in their respective countries and regions.

Our offer

We offer an attractive position with responsibilities for a minimum of two years in a growing organization. Working for Pro Peace, you will work within the innovative field of conflict transformation and peacebuilding through contributing your ideas and skills.

The position is open to both local and international candidates. The contract modality will be decided based on this, the programme needs and requirements, as well as candidates' availability.

Start of assignment

Ideally, you are available to start working on **1 September 2025** (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 6 July 2025**.

Interviews are planned to be scheduled in the week from 21 July 2025. In case of any questions, please feel free to contact **Zornitsa Popova-Glodzhani** at 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 your application!