



Programme Officer: Conflict Transformation and Democratisation

## Description

### About ICCO Cooperation

The ICCO Cooperation seeks motivated colleagues who support their mission to end poverty and injustice and who are committed to creating a world where people can live in dignity and security. ICCO was established in 1964 and became a cooperation in 2012. The founding members of the ICCO Cooperation are Edukans, the Protestant Church of The Netherlands (Kerk in Actie) and the association Prisma. Within a coherent programmatic framework, the ICCO Cooperation offers worldwide financial support, lobby and brokerage services to local non-governmental organizations, the private sector, churches, and networks that work on sustainable economic development, democracy and peace, access to basic services, food security and climate mitigation.

The ICCO Cooperation with a global office in The Netherlands has 7 Regional Offices. It has approximately 300 employees worldwide and a budget of €100 million in 2013. The Central and Eastern Africa Regional Office has programs running in 8 countries with sub offices in Juba – South Sudan, Bukavu – BD Congo and Kampala – Uganda.

Mission Talent has been tasked by ICCO (Central & Eastern Africa) with providing them with a vibrant, motivated and practical Programme Officer for the Conflict Transformation and Democratization portfolio who can ensure effective and efficient running of the multi-level and multi-actor programmes in the Great Lakes Region (DRC, Rwanda and Burundi). S/he will be based at the ICCO Bukavu office in the DRC, with regular travel within the region.

### Purpose of the Position

To contribute to Conflict Transformation and Democratization (CT & D) processes at local, national and regional levels by facilitating multi-actor, multi-level programs supporting strategic relations and alliances within the framework of ICCO Alliance Strategic Plan.

### Overall Job Objective

The job objective is to contribute to regional development processes by facilitating multi-actor, multi-level programmes and support strategic relations and alliances within the framework of ICCO Alliance Strategic Plan.

### Major Duties and Responsibilities

The Program Officer CT & D works with local partners and coalitions. The main tasks for this position include:

- Development and facilitation of programs, partners and coalitions by applying the four ICCO Alliance strategic roles: strategic financing, lobby/advocacy, capacity building and brokerage;
- Assessment of programs, project proposals and institutions; preparation of financing decisions;
- Monitoring and evaluation of ongoing contracts between ICCO Alliance and (local) partners;
- Contributing to innovation learning, exchange and knowledge-sharing within ICCO Alliance as well as with other organizations;
- Together with partners, develop a financial plan per program and secure funds from various sources;
- Ensure communication and visibility regarding activities and policies of ICCO Alliance and partners towards their constituencies and policy makers;
- Contribute to policy development; Contribute to the development of the (regional) annual plans and develop internal program plans based on a thorough understanding of the context and ICCO Alliance's niche;
- Participate in strategic alliance activities of ICCO Alliance with other international NGOs and coordinate with other relevant alliances in the region.

### Profile

#### *Required Qualifications and Skills*

- A graduate degree in the relevant thematic areas (Conflict Transformation/Peace Building/Democratization);
- Exposure to working within the region;

- 
- A minimum of 3 years professional working experience in conflict transformation and democratisation;
  - Strategic thinking and innovation;
  - Planning and organizing skills;
  - Sound capacity building and program facilitation skills;
  - Negotiation, networking and advocacy skills;
  - Communication skills;
  - Knowledge of the political, social and economic situation in the Great Lakes Region;
  - Knowledge of development issues in the Great Lakes Region;
  - Basic knowledge of financial aspects on financing organizations;
  - Excellent language skills in English and French.

#### *Behavioural Competencies*

- Personal Integrity;
- Result oriented;
- Flexibility towards circumstances;
- Concern for standards;
- Understanding others;
- Innovativeness;
- Ability to work well under pressure and proactive work style.

#### **Meta Fields**