



A Network of People
Building Peace

Vacancy

Global Partnership for the Prevention of Armed Conflict (GPPAC)

Senior Learning Advisor

About GPPAC

The [Global Partnership for the Prevention of Armed Conflict \(GPPAC\)](#) is the world's largest member-led global network of local peacebuilders. We bring together over 200 civil society organisations actively working to prevent violent conflict and build more peaceful societies. The Global Secretariat (based in The Hague, The Netherlands) supports the network through global advocacy, fundraising, communication, and Planning, Monitoring, Evaluation and Learning (PMEL).

GPPAC facilitates connections between network members for learning and knowledge exchange, and we work to make sure that the voices of local civil society organisations are heard in national and international policy arenas. GPPAC seeks to build a new international consensus on how we approach violent conflict, calling for a fundamental change: a shift from reaction to prevention.

About the position

The Senior Learning Advisor is responsible for expanding the GPPAC network of local peacebuilders' ability to learn, adapt, and communicate with and from each other through the development of knowledge-sharing systems and practices.

The role aims to **lead a culture of continuous learning and knowledge exchange across our global network**, by integrating learning into GPPAC's internal and external operations, thereby contributing to GPPAC's mission of effective and inclusive locally-led peacebuilding.

Role and relationships

The Senior Learning Advisor is a Global Secretariat Operations team member and reports directly to the Executive Director.

While the Senior Learning Advisor works closely with the PMEL Officers, they play a central role in identifying and connecting learning pathways between PME, Advocacy and Network Coordination, in close collaboration with the Network Coordinator(s) and the Advocacy Officer(s).

The Senior Learning Advisor supports a mindset with the GPPAC network aimed at continuously acquiring and sharing knowledge among staff, partners, members, opinion leaders, and peers.

The Senior Learning Advisor pays particular attention to and values local peacebuilders' expertise and experiences when sharing and incorporating learning in a way that is meaningfully inclusive and not extractive.

The Senior Learning Advisor works with diverse international cultures and various target groups (civil society, donors, INGOs, policymakers, etc.), builds and maintains effective relationships, facilitates learning between these target groups, and is approachable, easy to talk to, and a good listener.



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Responsibilities

The primary responsibilities are:

1. **Connect strategic thinking around the purpose of learning in the GPPAC network to process implementation of learning programming**, including
 - a. transform the GPPAC result-oriented learning approach as envisioned in the [Strategic Plan 2021-2025 \(Annex 1, and more specifically, the learning questions\)](#) into learning programming with and for the network, and
 - b. tailor the GPPAC result-oriented learning approach based on GPPAC members' needs, opportunities and the change level.
2. **Assess and adapt** GPPAC's existing infrastructures and **design new tools** for knowledge exchange (e.g. online platforms) that
 - a. ensure network ownership,
 - b. map and centralise members' diverse expertise and experience,
 - c. facilitate inclusive and horizontal exchange (South-South; South-North),
 - d. embrace and embed local knowledge,
 - e. allow for easy knowledge translation to local, regional and global policy spaces and
 - f. ensure documentation of the impact of knowledge exchange/learning between members, and with policymakers (e.g. building a track record of stories of change).
3. **Advise on, co-design and co-facilitate** learning-centred pathways and activities with GPPAC regional networks, working groups and global secretariat that aim to
 - a. manage an overview of knowledge generation in the network, in close collaboration with the PMEL team, to inform network-wide learning programming;
 - b. guide and advise on quality knowledge translation of GPPAC's expertise into knowledge products accessible and applicable for local peacebuilders and policymakers;
 - c. foster participatory, inclusive and safe learning spaces for GPPAC members through peer-to-peer/horizontal knowledge exchange, as well as informing the design of such learning spaces for knowledge exchange between GPPAC members and policymakers at local, regional and global levels (online, in-person or hybrid);
 - d. advise on knowledge dissemination, i.e. how GPPAC communicates and moves our knowledge and learning into the hands of relevant stakeholders.

Essential Requirements

Education and work experience

- The Senior Learning Advisor must have a Master's degree level with between seven and ten years of overall work experience, including at least three years in (co-)designing and (co-)facilitating (online, in-person and hybrid) (adult) learning spaces, such as learning programmes, exchanges, workshops and knowledge-sharing practices rooted in learner ownership, preferably with ample experience in the development sector.

Skills

- **Strategic thinking and pragmatic attitude:** You are a proactive and strategic thinker who can get people on board with a long-term vision and inspire them to transform abstract ideas into concrete actions collectively.
- **Communication:** Strong communication skills in English, including excellent writing and presentation skills for internal and external target audiences.
- **Adaptability:** The ability to work in a complex team environment with multiple tasks, short deadlines and pressure to perform. Flexible and adaptable to changing members' needs, new technologies, and evolving training requirements.



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- **Intercultural communication and convincing skills:** Experience working effectively with diverse international cultures and in a global network environment. Strong communication skills in English, including excellent writing and convincing skills.
- **Planning and organising:** Strong skills in keeping the overview of own work in alignment with others; plans accordingly and tracks progress adequately.
- **Problem-solving skills:** The ability to quickly identify and turn complex problems and challenges into constructive solutions.
- **Technical Skills:** Experience with Design Thinking and related approaches like Human-Centered Design and Creative Problem Solving. Skills in using tools like Zoom, Teams, Mural, Miro, and WordPress for collaborative learning experiences.

Beneficial Requirements

- Broad knowledge of relevant thematic areas of peacebuilding and conflict prevention; strong commitment to local peacebuilding and development. Knowledge of working on and supporting the implementation of international programmes (peacebuilding, development, human rights) is an advantage.
- Experience working alongside and in solidarity with the civil society based in the Global South.
- Knowledge of quantitative and qualitative M&E methodologies such as Outcome Harvesting, Theory of Change (ToC), Most Significant Change and other research methodologies.
- Familiar with content management systems (CMS) and social media platforms.
- Working knowledge of other UN languages is an advantage.
- Experience in contributing to research and policy discussions linked to learning and adaptive programming.

What we offer

GPPAC offers an interesting and challenging job in an attractive, international, flexible environment. GPPAC is an equal opportunities employer. Conditions are following Dutch Labour Law.

Employment	: One year, with the possibility to extend
Start date	: 1 November 2023
Working hours	: Full-time 38 hours
Salary	: We offer a salary following the market, depending on the candidate's experience.
Location	: The Hague, the Netherlands, preferably, and candidates must already possess a work permit. Exploring the option of working remotely within the network, hosted by a GPPAC member, is possible.

How to apply

Please send your CV, a cover letter explaining your motivation and how you fit the requirements, and a writing sample (an essay, article, etc.) to recruitment@gppac.net. Please only write “**Senior Learning Advisor**” in the subject line for processing purposes. We only consider complete applications.

If you have questions about the position, you can send them to the same email address. In that case, put only ‘**Enquiry Senior Learning Advisor**’ in the subject line of your email message.

The **deadline for receipt of applications is Tuesday, 19 September (23:59 CEST)**. The first round of interviews will take place on Tuesday, 26 September 2023. Shortlisted candidates will be asked to complete an assignment in preparation for the second round of interviews, which will take place in the first week of October.

We usually receive many applications and, therefore, **only contact shortlisted candidates**.