
Global Partnership for the Prevention of Armed Conflict (GPPAC)

Programme Manager

About GPPAC

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

About the position

The **Programme Manager** will oversee the implementation and monitoring of various programmes and projects. They will guide and supervise project coordinators and the PMEL team, ensuring high-quality, timely, and impactful program delivery. This role is critical in aligning on-the-ground activities with organisation-wide objectives and donor requirements. The Programme Manager will be part of the Global Secretariat's management team.

The Programme Manager will join GPPAC at an exciting time as it concludes the inception phase of a multi-year strategic partnership with the Dutch Ministry of Foreign Affairs. This partnership, part of the *Connection for Peace: Powerful Local Peacebuilding and Policies (2024–2031)* programme, aims to support local peacebuilders in contributing to peaceful and safe societies by strengthening their capacities to engage in policymaking at international, regional, and national levels. The Programme Manager will coordinate the next phases of the partnership, working closely with members in Niger, the Occupied Palestinian Territories, Somalia, and Uganda - across GPPAC's East and Central Africa, Middle East and North Africa, and West Africa regions - to implement the programme locally while applying GPPAC's network approach to promote broader regional and global collaboration.

The Programme Manager will also guide project coordinators responsible for other projects (currently on climate and gender) to ensure coherence and alignment across the organisation's efforts, while fostering cross-regional learning, collaboration, and knowledge-sharing.

With experience in Planning, Monitoring, Evaluation, and Learning (PMEL), the Programme Manager will provide strategic oversight of PMEL activities for the network and the PMEL team.

This role is a full-time position at GPPAC's Global Secretariat in the Netherlands and is **open only to candidates who already have the right to work in the Netherlands**. The role may involve occasional international travel and is offered for one year from January 2026, with the possibility of extension.

Responsibilities

Programme Oversight

- Manage the *Connection for Peace* programme, ensuring activities align with strategy and donor requirements, with direct responsibility for developing work plans with clear deliverables, timelines, budget, and responsibilities; facilitating regular coordination and reflection meetings with a view to adaptive programming and learning; liaising with the donor; leading planning, reporting, and evaluation; and contributing to annual budgeting processes and financial reporting.
- Provide line management to other project coordinators, maintaining oversight of project progress and compliance with donor requirements, and ensuring coherence with GPPAC's network approach.

Planning, Monitoring, Evaluation, and Learning (PMEL)

- Oversee progress tracking in coordination with the PMEL team to apply data-driven approaches that inform adaptive programming and learning across the network.
- Ensure PMEL activities align with financial accountability and budget requirements in coordination with Finance and Operations teams.
- Support implementation of GPPAC's new PMEL system and facilitate learning cycles (e.g. after-action reviews, outcome harvesting) to foster peer learning and joint strategy development.
- Provide line management to the PMEL team.

Strategic Contribution

- Foster synergy across projects, working with members and other staff to ensure coherence and integrated, cohesive programming aligned with GPPAC's overall network approach and goals.
- Ensure programmes' insights, learning, and priorities are reflected in organisational planning and contribute to fundraising efforts..
- Represent GPPAC in donor meetings, member meetings, and other relevant internal and external forums, ensuring alignment with GPPAC's values and objectives.
- Contribute to the effective day-to-day management of the Global Secretariat.

Requirements

Education and Professional Experience

- Degree in Peace and Conflict Studies, International Development, Political or Social Sciences, Project Management, or a related field (Master's preferred).
- At least seven years of relevant professional experience coordinating or managing multi-year, multi-country projects or programmes with civil society, ideally in the peacebuilding or conflict prevention fields.
- Demonstrated experience of applying participatory, inclusive, and context-sensitive approaches, such as adaptive programming, PMEL methods (such as Outcome Harvesting, Theories of Change), and shared learning frameworks with diverse stakeholders in complex, intercultural, and politically sensitive environments.
- Proven experience in people management, including supervising and coaching staff, fostering collaborative team culture, and overseeing performance management.
- Demonstrated experience working in solidarity with civil society organisations in the Majority World and building effective relationships across diverse international cultures, including with donors, INGOs, and other relevant stakeholders.

Core Competencies and Skills

- Strong organisational and project management skills, with demonstrable ability to coordinate multiple workstreams, track progress, and ensure alignment with objectives and timelines across multi-country programmes.
- Skilled in building trust and navigating complex dynamics across diverse cultural, political, and stakeholder contexts, with professionalism, tact, and awareness of power and positionality.
- Deep understanding of conflict dynamics, cultural diversity, and the tensions between network needs and donor priorities.
- Experience working in or with networks, movements, or coalitions, with the ability to facilitate peer learning and enhance collective impact.
- Familiarity with international peacebuilding, development, and/or human rights frameworks.
- Fluency in English required; working proficiency in Arabic, French, or Spanish is highly desirable.

What we offer

GPPAC offers an interesting, challenging role in an attractive, international, and flexible environment. GPPAC is an equal opportunity employer. Conditions are in accordance with Dutch Labour Law.

Employment : One year, with the possibility of extension
Start date : January 2026
Working hours : Full-time position (38 hours per week)
Salary : EUR 5,000-5,300 gross per month, full-time, depending on experience.
Location : The Hague, the Netherlands

Candidates **must have** the right to reside and work in the Netherlands. If the candidate is not an EU citizen, they must possess a Netherlands residence and work permit valid for more than one year.

How to apply

Please send your CV and a cover letter explaining your motivation and how you fit the requirements to **recruitment[at]gppac.net**. Please only write “**Programme Manager**” in the subject line for processing purposes. We only consider complete applications.

If you have questions about the position, send them to the same email address. In that case, put only “**Enquiry Programme Manager**” in the subject line of your email message.

The **deadline for receipt of applications is 26 October 2025 (23:59 CET)**.

Only shortlisted candidates will be contacted.

We do not respond to advertising campaigns from recruitment agencies.