



POSITION: Executive Director
REPORTING TO: Board of the GPPAC Foundation
REMUNERATION: Negotiable
LOCATION: The Netherlands
START DATE: ASAP



Background

The GPPAC Foundation is a non-governmental organisation that promotes conflict prevention and peacebuilding strategies and supports and connects people working for peace worldwide. GPPAC Foundation is the Global Secretariat (GS) of the Global Partnership for the Prevention of Armed Conflict (GPPAC), a network of civil society organisations active in this field.

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

Context of the ED role

Responsible for people management and development, all Human Resources policies, and for a culture of trust and fairness in the GS, the ED reports directly to the Board of the GPPAC Foundation and is accountable to the Board with its Chair acting as the main go-to person.

The ED is ex officio a non-voting member of the International Steering Group, the primary governing body of the GPPAC network and the main point of contact for key donors.

The ED will join a 20-year-old organisation that is established as a thought leader and key partner in the peacebuilding and conflict prevention field. While the sector currently faces changing and challenging dynamics, GPPAC now has a timely impetus to demonstrate its unique nature and know-how as a locally led network, with the growing consensus among policymakers that peacebuilding results are strongest and most sustainable when they are led and owned by local peacebuilders.

Purpose of the role

- Lead the GPPAC GS and be the main contact point for the Board of the GPPAC Foundation, donors and other external stakeholders.
- Develop new funding opportunities in line with the strategic direction set out by GPPAC's International Steering Group (ISG).
- Maintain and develop GPPAC's profile, reputation and influence as a leading global peacebuilding network.

Main responsibilities

The ED is accountable for the whole organisation with emphasis on ensuring:

- Continuity of funding while being accountable to donor requirements; implement the 2021-2026 fundraising strategy and expand new donor partnerships.
- The GPPAC Foundation Board can perform its duties (operational and financial decision-making), and interface between the Board and GS.
- Clarity and progress tracking in the strategic direction, planning and priorities of the GS.
- Lead GPPAC's core purpose of facilitating learning and exchange of knowledge between members, including cross-regionally.
- Lead and supervise the establishment and strengthening of strategic partnerships with donors, UN Member States, international and (sub)regional organisations and civil society.
- A culture of operational excellence and accountability for the budget of the Global Secretariat.

Joint responsibilities

The Management Team comprises of the ED and the Manager: Fundraising and Advocacy. They have a joint responsibility to:

- Manage a team of 10 with roles in Network Coordination, Planning, Monitoring, Evaluation and Learning (PMEL), Project Coordination, Fundraising and Advocacy, Communications, Finance and Operations/HR.
- Provide strategic and policy-level guidance and leadership on peacebuilding and conflict prevention to the staff and network.
- Strengthen GPPAC's strategic regional presence and leverage by building relationships with regional representatives and providing strategic guidance to the regions.

Key requirements

- **Fundraising:** Proven record of successful fundraising initiatives (e.g., access to a network of donors, ability to think outside the box and reach out to non-traditional donors such as the private sector). Possess knowledge of key donors (including governments, multi-lateral organisations, philanthropic organisations, etc.) political and policy environment.
- **Finance:** Capable of using finances in making management decisions, assessing project budgets, and preparing finance updates and/or proposals (including annual budgets) for Board decisions.
- **Communication:** Exceptional written and verbal communication skills. Ability to effectively communicate with a range of audiences, including intercultural.
- **Teamwork:** Create conditions and take responsibility for team collaboration and dynamics; create an inclusive and healthy working environment. Able to empower, motivate and unite staff while

demonstrating clear leadership.

- **Organising/Decision-making:** Take conscious and timely decisions in line with identified priorities; adjust planning where needed without losing the overview. Identify linkages/synergies between teams/tasks and strategically delegate based on priorities, while maintaining an overview of workload/priorities/capacities.
- **Networking:** Know how to build, maintain and utilize successful relationships, alliances, and coalitions; recognise new opportunities to expand the circle of influence; comfortable and confident in interacting with high-level contacts in public policy.
- **PME and Learning:** Familiarity with PMEL processes such as (strategic) Theory of Change, Outcome Harvesting, Change Stories, Organisational Change/Learning would be advantageous.

Person profile

- Fluent in English and one other relevant language.
- Eligible to work and live in the Netherlands.
- Able to lead the development of a vision and long-term strategy.
- Understand and value the relevance of finance for a non-profit organisation like GPPAC.
- Understand and appreciate the relevance of quality management and can use the quality management system in performing their leadership role; take the lead during the management reviews, which discuss trends in the satisfaction of key stakeholders and the extent to which quality objectives are achieved.
- Able to act as the spearhead of a global network.
- Inspirational, effective, passionate, and courageous leader. A role model for integrity.
- Exceptional communicator.
- Strongly believes in change/transformation.
- Has faith in their own role and work, the organisational objectives and goals and the means/ways to achieve them.
- Always looks for opportunities for the betterment of self and the team. Has a proactive instinct to identify opportunities and make the best use of them.

Essential qualities

- **Context-sensitive:** Knows how to evaluate complex situations and act accordingly, recognises the impact of own decisions and behaviour on the organisation; know how to influence stakeholders.
- **Vision:** Evaluates the relevant political and social landscape and its impact on the organisation (both in the short and in the long term); based on this, articulate, and convey own vision to stakeholders.

How to apply

Interested applicants should submit the following by e-mail to akofa@ngorecruit.com quoting reference number **NGC001**:

- A CV in word or PDF format (please include 3 references)
- A 1-page cover letter outlining how your skills and experience align with GPPAC's mission and the unique qualities you will bring to this role

Application Deadline: **28 November 2022**

Interested applicants are encouraged to **apply ASAP**. Only shortlisted candidates will be contacted.

For more information about GPPAC, visit their [website](#) and social media pages: [Facebook](#), [Instagram](#), [Twitter](#) and [LinkedIn](#).