



# Program Director – Somali Program

Nairobi, Kenya

## 1 Overview

Conflict Dynamics is seeking to engage a highly-motivated and experienced Program Director to head its well-established and expanding work in Somalia and Somaliland.

This is a senior-level position within the organization and the Program Director will be engaged in all aspects of the design and implementation of the Somali Program. Specifically, the Program Director will lead a program of work designed to contribute to conflict prevention and peacebuilding by supporting Somali approaches to political accommodation through dialogue processes and governance arrangements. The Program Director will lead a Team of experienced professionals working on various aspects of the program.

The Somali Program is located within Conflict Dynamics' Peace Action Program Area, which includes thematic work on peacebuilding as well as context-specific programs on the Sudan, Somalia and Syria.

## 2 Organization

Conflict Dynamics International is an independent, not-for-profit organization which works to prevent and resolve violent conflict, and to alleviate human suffering resulting from conflicts and other crises around the world.

Conflict Dynamics was founded in 2004 and strives to fulfill its mission through mediation, convening, peacebuilding activities and humanitarian policy development. Conflict Dynamics' activities span two intersecting program areas: (I) *Peace Action*, and (II) *Humanitarian Action*. The organization has a proven track record in the conduct of mediation and provision of mediation support to peace processes as well as in researching and working on political accommodation in situation of conflict and in post-conflict societies.

Conflict Dynamics initiated its work in Somalia and Somaliland in late 2009, and has since evolved a significant Program – operating in Mogadishu, other locations in Somalia / Somaliland, and in Nairobi – to support Somali approaches to exploring, building consensus around and implementing arrangements that can accommodate political interests and perspectives. The work of the Somali program engages with national political processes and local efforts to reconcile differences. The Somali Program is supported by a mix of donor partners; this support includes large complex multi-year grants and shorter grants.

This Program aims to work with Somali constituencies and representatives in a fully impartial and neutral manner.

## 3 Responsibilities

The Program Director role is a senior-level position within Conflict Dynamics. The Program Director will:

Program implementation

1. **Manage the overall evolution of the design of the program**, including identification and refinement of activities to achieve the desired impact of the program. This will include working with specialist colleagues to regularly update and re-assess the model for change and results framework.
2. Ensure **successful implementation of the program in all its aspects**, including through management of the Program Team, managing activities in areas of research, consultations, development of products, outreach etc. The Program Director will be responsible for ensuring that the Program is implemented in accordance with the **fully neutral, impartial and independent approach** of the organization.
3. Ensure effective delivery across different programs of work and **build complementarity with other engagements** by Conflict Dynamic in the region and globally.
4. Conduct travel and **lead missions to locations throughout Somalia and Somaliland and throughout the East Africa Region** to ensure active engagement with and support to Somali constituencies that comprise the audience for the organization's work.
5. Lead **interaction with a broad range of interlocutors**, including: the Somali Federal Government; the governments and institutions of the existing/emerging federal entities and administrations; the Government of Somaliland; civil society constituencies; international / regional organizations; and supporting States.
6. **Direct planning, preparation for and facilitation of outreach and dialogue** events pertaining to political accommodation and reconciliation in Somalia and Somaliland. Conflict Dynamics conducts a variety of different engagements including mediation support, learning events, and trainings.
7. Design and manage a **structured program of policy-oriented consultation and research** regarding aspects of political dialogue and governance in Somalia and Somaliland, with a view to supporting Somali constituencies in developing options for political accommodation. This will include, among other activities: (i) directing and overseeing the compilation and analysis of quantitative and qualitative data - both primary and secondary data - pertaining to political dialogue and governance; (ii) identifying and overseeing analysis of comparative case studies to be used as a 'pool' of technical building blocks for development of options.
8. Management of **conflict- and context analysis processes** – including influencer mapping, political interest mapping and social network analysis – including through oversight of evolution of Conflict Dynamics' existing tools.
9. Manage **drafting and production** of Briefing Papers and other reports/resources produced under the various constituent programs of work within the Program.

Management

1. **Ensure effective financial management of the program** resources, working in close coordination with the Somali Program Administrator and the Finance Administrator. The Program Director will lead the development and monitoring of budgets related to specific grants.
2. **Assist in preparation for grant specific audits and audit reporting.** Work with and assist the Finance Administrator during audit processes. Prepare forecast budgets and requests for payment to supporting partners.

3. **Develop- and direct work according to work plans** to ensure fulfilment of the objectives of the program. **Manage a growing team of professionals**, including full-time program employees and consultants. This includes all aspects of personnel management including performance evaluation, professional development and mentoring etc.
4. **Direct and oversee Program reporting** in relation to specific grant contributions, including management of production of narrative and financial reports.
5. [Working with the President of the organization and the Development Team] **Manage program fundraising, including development of program proposals and budgets for sustaining the overall initiative**. This will include active liaison with existing donor partners.
6. **Direct monitoring and evaluation of program impact** using Conflict Dynamics' ADMEL resources in close collaboration with specialist colleagues.

#### Leadership

1. **Participate in Conflict Dynamic's Senior Management Team** with other Director-level and senior colleagues. These monthly meetings that help set the overall direction of the organisation.
2. **Represent Conflict Dynamics** in international meetings, conferences and training events as required, ensuring effective representation of the organization's mission, goals, and methodology. **Represent the Somali Program** in internal Team meetings and Planning Sessions.

## 4 Qualifications and experience

#### Professional experience and qualifications:

- **Minimum 15 years' professional experience** working on issues relating to peacebuilding, conflict resolution, international law, international development, governance or other relevant areas. This should include a minimum of 5 years' progressively-responsible experience in program management and management of program staff.
- **Advanced university degree** (Master's Degree or Doctorate) in political science; conflict studies; public international law; constitutional law; international relations or related political- or social science field. Foreign service/diplomatic experience may serve as an equivalent.
- **Intimate knowledge of political dialogue and governance concepts**, methodologies, and technical arrangements, and their application/implementation in conflict and post-conflict settings.
- Extensive experience **working on issues related to political, economic or socio-cultural aspects** of the situation in Somalia and Somaliland, which will include detailed knowledge of recent political, cultural, and societal developments and trends.
- Experience of **engaging various constituencies in dialogue** in the Somali context or other locations around aspects of the recent political, security and economic situation.
- Excellent analytical, quantitative and qualitative research skills.

#### Communications:

- Excellent **facilitation and communication skills**, including conduct of dialogue with various types of actors. Excellent presentation skills.

- Experience building and maintaining relationships with a wide range of interlocutors from across the political spectrum.

Management skills:

- Demonstrated leadership skills within an organization working on governance or related issues.
- Experience of managing staff and Consultants in an outcome-oriented program.
- Knowledge and understanding of project management tools.
- Experience of financial management of a program with multiple streams of work.
- Experience managing complex grants from large institutional donors.

Languages:

- Fluency and excellent drafting skills in English essential.
- Knowledge of Somali highly desirable.

Other:

- Ability to work independently in a fast-paced environment, and to work on several aspects of the initiative simultaneously.
- Excellent organizational skills and attention to detail.
- Commitment to Conflict Dynamics' vision, mission, ethos and working principles.

## 5 Location and commencement

The Program Director will be based in Nairobi and will travel frequently to Mogadishu and other locations in Somalia and Somaliland, as well as occasionally internationally, including to the United States and locations within Europe, as required.

The Program Director will be engaged as a full-time, salaried employee of Conflict Dynamics. The desired start date for this position is 1 May 2019.

## 6 Compensation

The salary for this position will be commensurate with experience. Conflict Dynamics offers a generous compensation package which includes benefits and allowances for health care, retirement, etc.

## 7 Application procedure

Interested applicants should send a cover letter and CV/Resume by email ([recruit@cdint.org](mailto:recruit@cdint.org)) **not later than 4 April 2019**; the cover letter/email should reference "Somali Program Director."

Shortlisted candidates will be invited for interviews during the first half of April 2019.

**\*\* NOTE: ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED \*\***