



A Network of People
Building Peace

GPPAC Board Member (HRM Liaison)

The Hague, the Netherlands

About GPPAC

The Global Partnership for the Prevention of Armed Conflict (GPPAC) is a member-led worldwide network of 200+ civil society organisations (CSOs) actively working to prevent violent conflict and build more peaceful societies. GPPAC's mission is to link civil society with relevant local, national, regional and international actors to collectively contribute to a fundamental change in dealing with violence and armed conflicts: a shift from reaction to prevention.

GPPAC is organised primarily through 15 regional networks and governed by an International Steering Group (ISG) composed of representatives from each regional network. The GPPAC Foundation – founded in 2003 in the Netherlands – provides the legal basis for the network. The day-to-day management and executive functions of the Foundation are conducted by the Global Secretariat, which is based in The Hague and supports the regional networks, coordinates advocacy, communications, fundraising, monitoring and evaluation.

The GPPAC Foundation is led by a Board comprising seven members – four representatives of the international GPPAC network and three Dutch Board members. The three Dutch Board members each have a specific portfolio linked to the legal requirements of a foundation under Dutch foundation law. The Board provides leadership and is responsible for ensuring that all operational and financial decisions related to the Foundation are sound and fit under Dutch foundation law and comply with the framework and strategy (policy, planning and financial management) as set by the ISG to realize GPPAC's goals.

For more information see: www.gppac.net

GPPAC's transition process

Since 2018, GPPAC has been gradually going through a transition process in order to strengthen the foundation of the network, and to enhance the sustainability of the network in the longer term – building on the achievements and lessons learnt of the first 15 years, and re-organizing in order to face the challenges presented by the current-day political and funding context. In the period 2018-2020, the structures of the Global Secretariat were adapted to be better fit for purpose. In 2021, the transition process will be extended to the global network structures with the aim of strengthening the funding base and sustainability of the network. This will – amongst other things – require a revision of the value proposition of the network towards donors and an evaluation of the network's governance structures to ensure efficient operations.

About the position

We are currently looking for someone to take over the Human Resources Management (HRM) Liaison position within the GPPAC Foundation Board. The Board is the formal employer of the staff of the Global Secretariat (GS). The new Board member will act as HRM Liaison, meaning that he/she is responsible for and supervises the management of Human Resources in relation to the GS. As such, the HRM Liaison operates as a strategic counterpart to the management of the GS. In addition, the HRM Liaison acts as the first point of contact within the Board for GPPAC GS staff members. Next to acting as HRM Liaison, the new Board member is expected to participate fully in the regular Board tasks in relation to the realization of GPPAC's strategic goals.

Main responsibilities:

- Act as a sounding board to the Executive Director and the Management Team on human resources management, change management and Dutch labor law regulation.
- Safeguard people management within the GS via the Executive Director and the Management Team in terms of good employership.
- Act as first point of contact within the Board for GPPAC GS staff members.



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- Contribute to the vision and thought leadership on civil society working to prevent violent conflict and build more peaceful societies, including sharpening the value proposition of GPPAC.
 - Contribute to GPPAC fundraising and resource mobilization, including advocacy and the development of effective relationships with donors.
 - Contribute to GPPAC network development and alliance-building.

Given the nature of the position and the mixed composition of the Board (with three Dutch members and four international members), the position is expected to be covered by a Dutch national currently based in The Netherlands. It is an unpaid voluntary position for an initial three-year term (renewable).

The GPPAC Board meets at least four times a year (if possible, two of these meetings take place in person, be it in The Hague or elsewhere). Board members also participate in the life of the organization, interact regularly with members of the International Steering Group and act as ambassadors of GPPAC.

Requirements

The ideal candidate is a Dutch national, based in the Netherlands. He/she has a strong affinity with people management – preferably in times of transition – and working in a civil society environment. He/she is committed to the values of conflict prevention and peacebuilding. Specifically, we are seeking someone who has:

- Affinity and preferably experience with human resources management.
- Experience with change management processes, including people management.
- Sensitive to organizational development needs.
- Fundraising experience, and preferably an existing network amongst peacebuilding donors.
- Well-developed relationship management.
- Preferably, experience with working in an international, multicultural environment.
- Preferably, experience with civil society networking and/or conflict prevention and peacebuilding.
- Agile and flexible
- Proficient in English and Dutch; other languages are an advantage.

How to apply

Please apply by sending a cover letter explaining your interest and qualifications, accompanied by a CV. The letter and CV should arrive in our offices **no later than November 27th, 2020**, preferably via email to: recruitment@gppac.net. Please put only **GPPAC Board Member** in the subject line of your message.

We aim to conduct interviews with suitable candidates in the first week of December (week 49).