



A Network of People
Building Peace

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Global Partnership for the Prevention of Armed Conflict (GPPAC)

Impact and Learning Manager

About GPPAC

The [Global Partnership for the Prevention of Armed Conflict \(GPPAC\)](#) is the world's largest member-led network of local peacebuilders, with over 200 civil society organisations worldwide. Based in The Hague, the Global Secretariat supports the network in global advocacy, fundraising, communications, and Planning, Monitoring, Evaluation and Learning (PMEL). GPPAC works to shift the international approach to violent conflict from reaction to prevention, amplifying the voices of local peacebuilders in policy and practice.

About the position

GPPAC is seeking an **Impact and Learning Manager** to join its Global Secretariat to support the network in PMEL.

The Impact and Learning Manager will lead the redesign and implementation of a PMEL system, adapted to network models, that prioritises adaptation, learning and collaboration across its global membership. The Impact and Learning Manager will join GPPAC at an exciting time as it undertakes a new multi-year strategic partnership with the Dutch Ministry of Foreign Affairs under the *Connection for Peace: Powerful Local Peacebuilding and Policies (2024–2031)* programme. The revised PMEL system should have a specific emphasis on “learning” to enable the GPPAC network to adapt and understand the impact of its work and approach beyond programmatic or projectised silos through a more holistic and coherent overview lens and feed into strategic advocacy and policy influencing. The Impact and Learning Manager will redesign the PMEL system to align strongly with locally-led approaches and challenge “traditional” approaches to MEL while still being able to operate in these spaces. The Impact and Learning Manager will also drive forward a learning culture with the Global Secretariat and across the network.

The Impact and Learning Manager is a Global Secretariat Operations team member and reports directly to the Chief Operations Officer. The Impact and Learning Manager role involves strategic oversight of PMEL activities for the network in collaboration with key staff and integrating learning into all areas of GPPAC's work, notably programme planning, advocacy, and network coordination. The Impact and Learning Manager will lead GPPAC's PMEL team (currently three staff) and will be part of the management team.

This **full-time position (38 hours per week)** is at the Global Secretariat in **The Hague, the Netherlands**. Candidates must already have the right to work in the Netherlands. The position involves occasional international travel and is offered from January 2025 for one year, with the possibility of an extension.

Responsibilities

The Impact and Learning Manager will accelerate a “step change” in PMEL practices and culture at GPPAC to ensure a holistic and coherent approach to PMEL that embraces adaptive programming, demonstrates impact, and ensures continuous learning within the Global Secretariat and across the network.



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PMEL System Re-Design and Management

- **Lead and Facilitate Co-Design:** Spearhead the collaborative re-design and implementation of GPPAC's PMEL system, including the Theory of Change, results framework, and PMEL cycle. Ensure these processes are rooted in inclusive, participatory, and evidence-based practices, aligning with GPPAC's network values and member-driven approach.
- **Drive Strategic Leadership:** Provide strategic oversight to develop PMEL approaches that are not only rigorous and evidence-based but also reflective of the diverse perspectives within GPPAC's network. Facilitate the co-creation of tools and frameworks that prioritise inclusivity and collective learning. Champion decolonised methodologies, knowledge democratisation, and the "Shift the Power" agenda, and ensure these principles are embedded across all PMEL activities.
- **Manage Data-Driven Insights and Reporting:** Oversee the collection, analysis, and reporting of data from the network. Ensure alignment and coherence across multiple projects and programmes, supporting the global network's strategic goals.
- **Lead Strategic Plan Cycle:** Lead the PMEL team's facilitation of developing GPPAC's next 2026-2030 Strategic Plan.

Learning

- **Integrate Evidence-Based Learning:** Ensure the seamless integration of information management and evidence-collection processes to foster a culture of purposeful, evidence-based learning and adaptive decision-making.
- **Support Strategic Alignment in PMEL:** Together with the Management Team, align PMEL activities with GPPAC's strategic plan, organisational priorities, and programme/project objectives, ensuring that learning and adaptability are embedded in implementation and operational workflows.
- **Facilitate Feedback-Driven Adaptation:** Co-design and implement dynamic feedback mechanisms that enable continuous adjustments and improvements informed by data insights and stakeholder contributions.
- **Champion a Learning Culture:** Drive the development and use of systems to capture, document, and disseminate lessons learned and best practices, embedding a culture of reflection and knowledge-sharing across the organisation.

Team Management and Collaboration

- **Lead PMEL Team:** Lead and inspire the PMEL team (currently three staff), fostering a culture of exchange, collaboration, professional development, and well-being.
- **Collaborate Across Functions:** Work closely with other staff members to ensure PMEL processes and findings are seamlessly integrated into programme planning, implementation, and decision-making across the organisation and to embed a learning-focused culture within the Global Secretariat and the broader network.
- **Oversee Evaluation Processes:** Manage evaluation processes and engage external consultants as needed, ensuring appropriate methodologies and the effective implementation of MEL activities throughout GPPAC's network.



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- **Coordinate Financial and Operational Alignment:** Collaborate with the Finance and Operations teams to ensure that PMEL activities support financial accountability and comply with budgetary requirements.

Strategic Partnerships and Resource Mobilisation

- **Engage with External stakeholders:** Engage with external stakeholders, including like-minded organisations and donors, to exchange best practices and lessons learned to support policy change.
- **Contribute to Funding Proposals:** Contribute to developing funding proposals by co-crafting PMEL frameworks that prioritise learning, downward accountability, and adaptability. Ensure these frameworks emphasise meaningful inclusion of local perspectives.
- **Align with Donor Requirements:** Lead in balancing donor requirements with decolonised approaches of MEL.

Requirements

Education and Professional Experience

- Advanced degree (Master's or equivalent preferred) in International Development, Programme Management, Economics, or other relevant disciplines, focusing on Monitoring, Evaluation, and Learning (MEL).
- At least 8 to 10 years of PMEL experience, including at least two years in a leadership role managing teams and driving strategic MEL initiatives.
- Proven experience in facilitating participatory processes, such as co-designing strategies, Theories of Change, or learning frameworks, with diverse stakeholders.
- Experience in adaptive management, setting up learning loops, and integrating evidence-based learning into programme design.
- Demonstrated ability to support learning in country-based programmes across multiple regions in diverse and intercultural contexts.
- 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 Skills

- Strong knowledge of M&E methodologies (e.g., Outcome Harvesting, Theory of Change, Most Significant Change) and experience designing systems for learning and adaptation.
- Skilled in managing evaluations, data collection, and surveys and facilitating knowledge exchange and learning.
- Strong project management skills, with experience coordinating complex, multi-country projects in international settings.
- Proficiency in collaborative approaches, including participatory co-design and stakeholder engagement.
- Fluency in English is required.



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Preferred Skills

- Familiarity with project and data management tools (e.g., ClickUp, Asana, or similar platforms) and organising, tracking, and reporting databases.
- Experience managing knowledge-sharing systems and creating accessible insights from data.
- Understanding of requirements around traditional MEL practices and interest in finding common ground with these when non-aligned with locally-led approaches to MEL.
- Knowledge of financial PMEL practices and budget compliance.
- Fluency in Arabic, French, Russian or Spanish.

Core Competencies

- **Strategic Thinking and Vision:** Proactive and strategic thinker who can inspire others and translate long-term goals into actionable plans. Capable of balancing big-picture vision with practical, results-oriented execution.
- **Planning and Organisation:** Strong organisational skills, with the ability to prioritise, manage multiple tasks, and keep work aligned with team objectives. Adept at tracking progress and ensuring timely delivery of results.
- **Collaboration and Facilitation:** Strong skills in fostering collaboration across diverse teams, stakeholders, and cultures. Able to lead participatory processes and facilitate meaningful exchanges of knowledge and ideas.
- **Leadership and Teamwork:** Demonstrated ability to lead and inspire a team, fostering a positive, supportive, and growth-oriented environment. Skilled in managing workflows and balancing team priorities.
- **Adaptability and Problem-Solving:** Flexible and responsive to changing contexts and challenges. Proficient in finding innovative solutions, anticipating risks, and making data-informed decisions.
- **Communication and Interpersonal Skills:** Excellent written and verbal communication skills, including the ability to present complex information clearly to diverse audiences. Strong ability to build relationships and manage stakeholders effectively.
- **Cultural and Contextual Sensitivity:** Experience working in international and intercultural environments, with a deep understanding of the importance of inclusivity, localisation, and diverse perspectives in peacebuilding and PMEL.
- **Analytical and Organisational Skills:** Capacity to synthesise complex data, identify patterns, and translate findings into actionable recommendations. Skilled in managing competing priorities, timelines, and resources.

Desirable Qualities

- 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.



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What we offer

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

- Employment** : One year, with the possibility to extend
- Start date** : January 2025
- Working hours** : Full-time, 38 hours
- Salary** : EUR 5000-5600 gross per month, dependent on experience.
- Location** : The Hague, the Netherlands
Candidates must already possess a permit to reside and work in the Netherlands.

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\[at\]gppac.net](mailto:recruitment@gppac.net). Please only write “**Impact and Learning Manager**” 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 “Impact and Learning Manager”**” in the subject line of your email message.

The **deadline for receipt of applications is 12 January 2025 (23:59 CET)**.

Only shortlisted candidates will be contacted. The recruitment process also includes at least one round of interviews.