

**GLOBAL CENTRE FOR PLURALISM (“GCP”)  
Manager, Peace and Conflict Program**

**Position:** Program Manager – NOC 0125

**Term Duration:** Permanent full-time (1 position)

**Location:** Ottawa, Ontario (*ability to work remotely within Canada as needed during COVID-19*)

**Application Deadline:** August 16, 2021

**Salary Range (Yearly):** CAD 75,000 – 85,000

**Benefits:** Comprehensive health and dental coverage; Paid sick and personal days; 4 weeks paid vacation leave; An RRSP contribution program after 1 year of employment; Parental leave top-up after 1 year of employment; Relocation allowance, where applicable.

**How to Apply (Contact Information):** Applications must be submitted via email to [careers@pluralism.ca](mailto:careers@pluralism.ca) with the subject line “Manager, Peace Program”. Each applicant should include a cover letter and a resume highlighting relevant experience. For inquiries regarding this position, please contact Jayne Barlow at: [Jayne.barlow@pluralism.ca](mailto:Jayne.barlow@pluralism.ca).

### **About the Centre**

The [Global Centre for Pluralism](http://www.pluralism.ca) is an independent, charitable organization founded by His Highness the Aga Khan and the Government of Canada.

By joining the Centre, you will become a member of a committed staff that values collaboration and creativity, and deeply cares about the work we do. At the Centre, we believe that societies thrive when differences are valued. Our mission is to influence perspectives, inform policies and inspire pathways to advance pluralism.

Our work supports societies looking to address injustice, inequality and exclusion, while remaining grounded in the contexts and lived experiences of each place. We work with policy leaders, educators and community builders around the world to amplify and implement the transformative power of pluralism.

We are fortunate to work in a beautifully restored, spacious heritage building in downtown Ottawa at 330 Sussex Drive, Ottawa, ON, K1N 0C7 . Currently, our teams are working remotely due to COVID-19.

## **About the GCP Peace and Conflict Program**

In an age of increased division, global disruptions and entrenched long-term conflicts, the sustainable resolution of conflicts continues to elude peacemakers around the world. Many of these conflicts stem from marginalization, exclusion, inequality – essentially, from negative responses to diversity in society. A commitment to pluralism has the potential to transform peacemaking. Building peace agreements that lead to changes at the levels of ‘hardware’ (institutional change) and ‘software’ (change in perceptions and behaviour) will engender more durable agreements and prevent future conflict.

As a new and growing programming stream for the Centre, our work focusses on supporting peace practitioners and stakeholders to place pluralism at the centre of all peace processes.

## **About the position**

Working closely with the Secretary General, Director of Programs and GCP’s global network of external experts, the Manager will shape and oversee all aspects of the Peace and Conflict Program. This work focusses on supporting and equipping a wide range of practitioners and stakeholders engaged in all stages of peacemaking – from early conflict analysis and process design through longer-term implementation of agreements, and accountability and transitional justice processes.

There are several additional benefits offered to staff, including:

- Professional development opportunities
- Health insurance coverage
- Paid sick and personal days
- Paid vacation leave
- An RRSP contribution program after 1 year of employment
- A parental leave top-up after 1 year of employment
- Relocation allowance, where applicable

## **Role and responsibilities**

The Program Manager will focus on the following core responsibilities:

- Working closely with the Secretary General, advance the Centre’s work to support a wide range of practitioners engaged in peace and post-peace initiatives globally.
- Develop, with the SG and Program Director, new approaches to peacemaking through a pluralism lens
- Advance the production of publications, tools, webinars and other knowledge products to support the application of a ‘pluralism approach’ to peace processes among peace practitioners.

- Liaise with relevant stakeholders in research and peace-making networks to deepen knowledge and advance the application of a pluralism approach to all phases of peacemaking and peacebuilding processes.
- Recruit and supervise the work of a growing network of consultants and experts to meet a wide range of technical advisory needs
- Represent the Centre at relevant conferences, events and fora
- Recruitment and supervision of additional team members over time
- Support the Centre's engagement of donors and partners to support program growth and impact.

### **Skills and experience**

The ideal candidate will have:

- A Bachelor's level degree or a combination of training and experience related to the position, Master's level degree is an asset.
- 5+ years of practical, direct experience in the field of peace-making, conflict mediation and/or peacebuilding.
- A deep understanding of current approaches and debates in the fields of peacemaking, conflict prevention and peacebuilding, including conflict analysis, peace process design, mediation, SSR/DDR, transitional justice processes, and longer term implementation of post-peace agreements.
- Experience conducting and/or supervising research.
- Superior written and verbal communications skills, proven ability to communicate complex concepts to a wide range of audiences.
- Fluency in English, proficiency in French an asset.
- Ability to travel internationally.

*Assets:*

- Knowledge of Spanish and/or Arabic a significant asset.

### **Application process**

Applications may be submitted via email to [careers@pluralism.ca](mailto:careers@pluralism.ca) with the subject line "Manager, Peace Program". Each applicant should include a cover letter and a resume highlighting relevant experience.

In the spirit of equity and fairness to all applicants, it is our policy to refrain from pre-interview queries.

**Closing date for applications is August 16, 2021. Please note that only shortlisted candidates will be contacted.**

*At the Global Centre for Pluralism, we aim to embody respect for diversity in who we are and everything we do. We encourage people from diverse backgrounds to apply, because we believe this diversity makes the Centre and our work richer. We are an equal opportunity employer, and do not discriminate on the basis of race, colour, indigeneity, religion, sex or gender identification or expression, age, disabilities, or citizenship. We also welcome applicants to self-identify in their cover letter, if they wish to do so.*

*The Centre is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). Should you require any accommodations at any point during the application and hiring process, please contact [careers@pluralism.ca](mailto:careers@pluralism.ca). Information related to accommodation will be treated as confidential.*