



Terms of Reference: Program Team Lead (PTL) for the Partners for Peace in the Niger Delta.

1 BACKGROUND

Partners for Peace (P4P) is a network supported by the Foundation for Partnership Initiatives in the Niger Delta (PIND) and other donors, dedicated to peacebuilding through local engagement, capacity building, and conflict prevention. Unlike traditional donor-driven approaches, P4P strengthens grassroots peace efforts by amplifying positive voices, facilitating conflict analysis, and providing small grants. With over 11,000 members, the network includes civil society, NGOs, private sector actors, and community groups working to promote peace in the Niger Delta.

Job Summary

The **Program Team Lead (PTL)** will manage the P4P National Secretariat, oversee operations across nine States chapters, and serve as the primary liaison with PIND, donors, CSOs, and other stakeholders aligned with P4P's mission.

2 JOB DESCRIPTION

Key Responsibilities

Strategic Leadership & Programme Development

- Lead the design and execution of peacebuilding strategies, ensuring alignment with evolving regional dynamics and priority unmet needs.
- Identify and develop funding opportunities, driving proposal development and resource mobilization efforts.
- Provide thought leadership in integrating conflict prevention and peacebuilding across local and national levels.
- Foster innovation in programming to enhance social cohesion and long-term impact.

Stakeholder Engagement & Partnership Management

- Serve as a key liaison with donors, partners, and stakeholders to strengthen strategic relationships and enhance visibility.
- Guide the Board of Trustees (BoT) in governance processes, facilitating high-level coordination and reporting.
- Represent the organization in strategic forums, ensuring alignment with global best practices in peacebuilding.

Operational & Financial Oversight

- Ensure efficient planning, management, and accountability of financial, material, and human resources.
- Oversee compliance with donor requirements, leading the timely and accurate submission of reports.
- Drive the implementation of monitoring, evaluation, and learning (MEL) frameworks to assess programme impact.

Team Leadership & Capacity Development

- Lead a multidisciplinary team, fostering a high-performance culture and continuous capacity strengthening.
- Identify technical assistance needs and oversee targeted capacity-building initiatives for partner organizations.
- Supervise the development and delivery of training for local stakeholders on Early Warning and Early Response (EWER) mechanisms.

Risk Management & Security Oversight

- Monitor the security landscape and ensure the integration of risk management strategies into programme operations.
- Provide regular security updates to leadership and ensure adherence to organizational security protocols.

3 EXPERIENCE AND QUALIFICATION

Qualifications & Experience

- **Education & Experience:** Master's degree with at least 10 years or a bachelor's degree with 12 years of progressive experience in governance, peacebuilding, and program management.
- Proven track record in leading peacebuilding initiatives and fostering strategic partnerships.
- **Certifications:** Chartered Mediator certification (ICMC or equivalent) required.
- **Leadership & Project Management:** Extensive experience in conflict/post-conflict settings, managing large-scale governance and peacebuilding portfolios, and overseeing grants of NGN50M+. Proven track record in policy advisory, advocacy, and engagement with senior government and donor entities.
- Demonstrated ability to lead diverse teams and drive operational excellence.
- **Capacity Building & Networking:** Experience strengthening CBOs/CSOs, managing a network of 6,000+ members, and securing funding through technical proposal development (with at least two successful grants).
- **Technical & Digital Skills:** Proficiency in MS Office, Google Drive, graphic design tools, data collection/analysis, and article/report writing.
- Exceptional analytical, communication, and negotiation skills.
- **Knowledge & Soft Skills:** Strong critical thinking, strategic planning, and communication skills. Expertise in gender equality, social inclusion, and conflict sensitivity.
- Strong expertise in programme design, donor engagement, and resource mobilization.

Work Conditions

- Frequent travel to remote areas with limited infrastructure.
- High-pressure periods related to proposal development and reporting.
- Potentially volatile environments requiring adaptability and security awareness.

4 How to Apply

Interested persons should Send an application letter, CV, and relevant certificates to partners4peace.recruitment@gmail.com with the job title as the subject.

Deadline: 5 PM Nigerian time, 28th February 2025.

NB:

- This opportunity is open to Nigerians only.
 - Female candidates are strongly encouraged to apply.
 - Only shortlisted candidates shall be contacted.
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