



Berlin Center for
Integrative Mediation e.V.

Vacancy Announcement for Albania Mediation Programme

We are searching for an: Integrative Mediator and Lead Project Manager for Albania (f/m)

WHO WE ARE

CSSP designs and implements peace mediation processes with local stakeholders in transitional and conflict-ridden societies. Our organization primarily assists political and community leaders to transform and resolve their conflicts through dialogue, trust-building and negotiation using diverse teams of insider and outsider mediators.

We are a non-profit organisation founded in 2005 as a “Lessons Learned” project by Christian Schwarz-Schilling’s work as the International Mediator in Bosnia and Herzegovina (1995 – 2004). CSSP, with headquarters in Berlin, Germany, initiated its approaches in the Western Balkans and has extended its mediation outreach to other regions such as the Middle East and North Africa, South Asia, Eastern Europe and the Caucasus.

WHO WE ARE LOOKING FOR

We are looking for a mediator and lead project manager for our project supporting mediation in Albania, funded by the Norwegian Foreign Ministry, beginning immediately. As head of the project team, your main area of responsibility will be the implementation and development of our activities in Albania within an Albanian-international team in close cooperation with the Ministry of Justice of the Republic of Albania, our Albanian partner organisations and the donor.

The activities in Albania will focus on supporting the Ministry of Justice and other relevant actors in the implementation of the new law on mediation. Specific goals of the project are:

- Establishing expertise on by-laws, regulations and development of standards,
- Capacity building in mediation and professionalization of specific fields of mediation,
- Establishing two mediation centres as pilot infrastructure, and
- Carrying out outreach activities to supporters and potential clients of mediation services.

As lead project manager, your main responsibility will be the strategic and empathetic leadership of a team of up to seven persons at CSSP and three external partners to successfully implement this project together. We need you to uphold flexible, sensitive, and strategic management of the process, dynamics and diverse people involved.

You are a trained mediator and experienced team leader, particularly interested in engaging teams and networks to work closely together in order to achieve a joint goal. Furthermore, you will represent CSSP and its work at the political level in Albania and at the diplomatic representations of Norway, Germany and the EU in Albania.

Your main base is either in Tirana with regular backstopping in Berlin OR in Berlin with regular and substantial presence in Tirana. The position is a full-time position, starting as soon as possible and funded until the end of August 2020. Tenure may be extended subject to a potential continuation of the programme by the donor. The salary is based on the German TVöD Bund and reflects a leading position.



CHARACTERISTICS AND QUALIFICATIONS OF THE FUTURE INTEGRATIVE MEDIATOR AND PROJECT MANAGER FOR ALBANIA

Mandatory

- Mediation experience, preferably with license/certification,
- International work experience, preferably but not necessarily in Albania or other countries of the Western Balkans or other countries in EU pre-accession processes,
- Fluency in English (written and verbal),
- Experience in leading, uniting and motivating a diverse team,
- Experience in political work (at state, regional or municipal level),
- Project management experience (minimum 5 years), experience in implementing projects with public funding, preferably also experience in working with project partners,
- Very good social and communication competencies, especially in politically sensitive settings and networks with multiple actors.

Additional advantage / preferably

- Knowledge of mediation system(s), of the interaction between mediators, courts, prosecutors, social workers, clients and others,
- Especially Albanian but also German language skills are an additional advantage,
- Experience in mediation training,
- Willingness to actively contribute to CSSP's mediation approach and the development of the organisation,
- Immediate availability.

WHAT WE OFFER

- A demanding and exciting opportunity to substantially contribute to the establishment of a comprehensive mediation system in Albania,
- Opportunity for an active contribution to the field of integrative and peace mediation and its development,
- Possibility to network and cooperate with other peace mediators, political actors and professionals working on conflict transformation and governance,
- Good working conditions based on German standards in Tirana and Berlin,
- Support from experienced and motivated colleagues within CSSP, also from the region,
- A solid administrative and management support structure in Berlin,
- Space for contributions to the organisational development of the organisation,
- Potential opportunities within the organisation in addition to the current vacancy/position.

HOW TO APPLY

We are looking forward to your application until 07.10.2018, including a cover letter, a CV and two references. Please send your application to: jobs@cssp-mediation.org
Many thanks for your interest and time invested in your application.