**Programme Manager: Addressing the Legacy of Violence through Facilitated Dialogue**

**About us**

The Glencree Centre for Peace and Reconciliation (Glencree) is an independent, non-governmental organisation that works with individuals and groups to transform violent conflict, promote reconciliation, build sustainable peace, cultivate positive relationships, and works towards more inclusive, equitable, and diverse societies.

Glencree was founded in 1974 as a direct response to the violence happening predominantly in Northern Ireland. Through working with politicians, women, youth, victims/survivors, former combatants, security force personnel and community and religious leaders Glencree has built a strong reputation for its practical contribution to peacebuilding and the Northern Irish peace process.

Since 2004 Glencree started to develop its International Programme that has resulted in its engagement in or with actors from over 10 conflict areas around the World. In 2016 Glencree started a Refugee Integration and Cultural Diversity Programme seeking to make a contribution to making Ireland a more welcoming and inclusive place for all irrespective of their background.

Glencree is based and carries out much of its work from its beautiful and historic residential centre in the Wicklow Mountains just 25kms from Dublin City Centre.

**Programme Background**

Building on Glencree’s work with politicians, victims and survivors, former combatants and security forces Glencree started a ‘Legacy of Violence’ programme in 2015. This formed the basis of a Peace IV application and Glencree has been awarded funding by the European Union’s PEACE IV Programme, managed by the Special EU Programmes Body (SEUPB) for a project entitled ‘Addressing the legacy of violence through facilitated dialogue’.

The programme is expected to run until December 2021 and will be focused around, but not limited to, the experiences of four ‘victims and survivors’ groups and their communities. Through a process of private and confidential facilitated dialogues it will examine themes and issues which remain as obstacles to deeper understanding and the promotion of positive relations. The four key groups along with other relevant parties will co-develop their own process and pace of engagement, entering into dialogue with groups and individuals with differing interpretations of what happened in the past including as appropriate those perceived to have contributed to causing harm.   The learning accrued through the project is expected to be of assistance to ‘Victims and Survivors’ groups, other interest groups, academics, policymakers, and practitioners in ascertaining how to productively engage with Northern Ireland’s contentious past and this learning will be shared through publications, roundtables and an end of project Symposium.

**The Role**

Glencree is seeking an experienced and committed peacebuilder to lead this sensitive and complex project. The Programme Manager will be responsible for ensuring the project achieves the expected outcomes and manage the implementation of all the project phases: Mobilisation; team recruitment; refining project design; implementation; monitoring and evaluation; sharing of learning and project closure.

The role will include: Developing and implementing the strategic direction of the project; managing the project team; budget management; reporting (financial and narrative); and overseeing project communication to relevant external audiences.

This is a great opportunity for a committed and experienced peacebuilder to shape and make a lasting contribution to addressing the legacy of violence on the island of Ireland.

**Reporting to:** Chief Executive Officer (day-to-day) and Project Steering Group (on a quarterly basis).

**Manages:** Assistant Project Manager, Network and Outreach Coordinator (contractor) and two Facilitators (contractors).

**Liaises with:** Financial Controller, Learning Coordinator and Lead Researcher - existing members of Glencree staff who as part of their role are part of the project team.

**Salary:** €54,000 - €58,000

**Location:**  Glencree Centre for Peace and Reconciliation in Co. Wicklow, Ireland is preferred. For the right candidate flexible location arrangements can be discussed.

**Terms:** Fixed term contract (with expected end date of December 2021); Full-time

**Experience and skills sought:**

The following are indicative experience and skills sought in looking for the best person to lead this project. However above all the successful applicant will have a deep commitment to working through the myriad challenges arising from our violent past and the personal and relational skills to innovatively and sensitively lead a project that touches on some of the most contentious and ‘raw’ issues that remain in building a sustainable peace.

* **Project Management:** Considerable experience in peacebuilding and/or community relations project management including experience of working on legacy of violence issues with relevant groups and constituencies.
* **Personal Skills:** Exceptional personal skills in dealing with very sensitive and traumatic issues and to be able to build and sustain relationships over a number of years.
* **Staff Management:** Having a strong track record in successfully managing project teams.
* **Confidentiality:** Ability to keep all relevant information confidential is absolutely critical.
* **Strategic Planning & Innovation:** Demonstrable experience in thinking strategically and being able to innovatively adapt plans to achieve goals if required.
* **Knowledge:** An intimate knowledge of the conflict in and about Northern Ireland and the Northern Irish peace process and its implementation challenges is desirable.
* **Networking:** Having a good network of contacts across Northern Ireland and the Republic of Ireland with victims/survivors, ex-combatant and security force groups, and political and civil society representatives is desirable and the ability to build those networks is essential.
* **Gender sensitivity:** A keen sensitivity to how violence and violent conflict can be inflicted and experienced in gendered ways is desirable.
* **Facilitation:** Prior experience in facilitating inter-group dialogues and/or mediation is desirable.
* **Flexibility:** Willingness to work anti-social hours and at weekends. (Glencree operates a time in lieu policy to facilitate the need for flexible working).
* **Report writing**
* **Budget and financial management**
* **Team Player**
* **Communications:** Demonstrable experience in successfully managing communications for previous projects through a variety of media without compromising the confidential and sensitive nature of a project is desirable.
* **Counselling/psychotherapy** experience would be beneficial. (This is not a therapeutic project but during the project traumatic events and experiences will inevitably be discussed and the team will need to handle them with sensitivity and care).

The successful candidate will need to be eligible to work in the Republic of Ireland and be able to drive.

**Application:**

To apply please send your CV and covering letter detailing your interest and suitability for the role to [recruitment@glencree.ie](mailto:recruitment@glencree.ie). The deadline for applications is 17:00 on Tuesday 31st October 2017. First round interviews are expected to take place on the 8th, 9th and 10th November 2017.