



CENTRE FOR PEACE &
CONFLICT STUDIES

Leadership and Facilitation for Positive Peace in Asia

Announcement of Job Opening –Peacebuilder

The Centre for Peace and Conflict Studies (CPCS) is recruiting the position of **Peacebuilder**. This position joins a core team which designs and coordinates dynamic and innovative conflict transformation interventions, grounded in critical and ongoing conflict analysis, aimed at fostering sustainable and positive peace in Asia. CPCS regional peacebuilding programs including accompaniment and technical support to conflict stakeholders, convening and facilitating regional forums and meetings for peace practitioners to enhance their conflict interventions, and advancing best practices for peace and conflict transformation, including through the Applied Conflict Transformation Studies (MA) course.

The ideal candidate is committed, curious, and flexible to respond quickly and creatively to emerging opportunities and changing dynamics. They are skilled at networking and sustaining relationships, with strong communication and organisational skills. Alignment with CPCS values is essential.

About CPCS

The Centre for Peace and Conflict Studies (CPCS) is a Cambodian registered, regionally focused NGO working to advance the theory and practice of **peacebuilding and conflict transformation in Asia**. CPCS prioritizes accompaniment of conflict systems, investment in key people, and deepening practical approaches to conflict transformation. CPCS works to influence conflict dynamics and to transform the structural and systemic factors contributing to conflict with the aim of fostering positive peace.

CPCS is a value-driven organization; these core values guide our interventions, partnerships, and culture. Our values are:

- **Grounded:** We are committed to mindful interventions into violent conflict. We design conflict transformation initiatives rooted in critical and on-going analysis.
- **Excellence:** We are committed to outstanding work. We challenge ourselves and each other to on-going improvement in our work.
- **Trust:** We create and nurture relationships with our partners and each other that are honest, generous, and respectful. We practice humility, empathy, and solidarity. We value diversity.
- **Courageous:** We embrace challenges, are innovative, persevere and push boundaries. We support and encourage others and ourselves to take leadership and initiative.
- **Continued Learning:** We critically reflect on our work and act on our learning to adapt our approaches, programmes, and goals. We share our learning and learn from the approaches and experiences of others.



About the Position

CPCS programs build on **conflict transformation approaches** to peacebuilding, incorporating interconnected and reinforcing core processes: **Ongoing critical analysis** of conflict systems identifies key actors and dynamics that inform and influence conflict. **Engaging key stakeholders** in conflict analysis and process design ensures potential interventions are relevant and context specific. This helps to refine and focus intervention designs and implementation strategies so they **complement** the work of others. **Convening and connecting** diverse groups and perspectives through supportive **facilitation** that allows for **dialogues** and **generative listening** is key to shifting relations and unravelling conflict dynamics. Working in this way supports new thinking and new relationships and **collaborative action** that strengthens the effectiveness of peace work. Making connections and expanding relationships (**networking**) allows CPCS to draw on the rich vein of peacebuilding experience that extends across the Asia region and surface uniquely Asian approaches to conflict transformation. Together these actions enable CPCS to **influence others** to shift conflict dynamics, to **facilitate transformative dialogues** and to generate and disseminate **uniquely Asian-led approaches and practices**.

As a member of the Peacebuilding Programs team, the Peacebuilder will work across conflict contexts to respond to regional trends and emerging opportunities, as well as with key partners to develop tailored interventions including analysis and strategy sessions, coordination of meetings and inputs from technical experts, and to convene and facilitate dialogues and leadership interventions. Peacebuilders contribute to the Applied Conflict Transformation Studies (MA) course, through facilitation and input sessions and accompaniment of students. Members of the peacebuilding team work collaborative to align interventions, but are expected to work independently to lead on implementation of specific activities.

Expected Duties and Responsibilities

- Accompany key partners, including maintaining responsive communication with conflict stakeholders and peace partners, practicing deep and generative listening, testing strategic interventions.
- Engage critical, ongoing, and reflective conflict analysis, triangulating diverse information to generate strategic insights that directly inform and shape CPCS interventions, and prepare high-impact briefings to partners.
- Design, prepare, and facilitate dialogues, regional forums, and strategic meetings that address emergent conflict issues and foster genuine, transformative conversations among diverse actors.
- Collaborate with the program team to align analysis, strategies, and opportunities to design impactful interventions.
- Coordinate with project consultants to support the effective implementation of CPCS programs and initiatives.
- Contribute to excellent funding partnerships through development of proposals and dynamic reporting to capture impact and lessons learned, and participate in donor briefings and strategic engagements.
- Other duties or roles as assigned by the Executive Director.



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Qualifications:

- **Education:** Bachelor's degree in Peace and Conflict Studies, Social Sciences, or related field.
- **Experience:** At least five years practical experience in executing tasks like those described above. Previous experience with peace process mediation, facilitation, negotiation initiatives is advantage, as is experience with conflict setting in Asia. Experience of working with Non-Governmental Organisation (NGO) in Asia, with dynamics multi-culture team, is preferred.
- **Values Alignment:** It is essential that the candidate have a strong sense of personal values and principles, which align with CPCS values and ethos.

Skills & Attributes:

- **Required Disposition:** Proactive, action oriented, with ability to follow up and respond quickly to new opportunities. Ability to manage ambiguity and changing priorities; maturity in managing self to balance energy. Actively seeks and shares feedback. High level of emotional intelligence, interpersonal skills, and the ability to adapt cross-cultural settings, including working within multiple cultural contexts simultaneously. Demonstrates the ability to actively listen and comprehend diverse perspectives, fostering understanding and collaboration within teams and among stakeholders.
- **Organisational Skills:** Must be highly motivated, hardworking, well organised and detail oriented. Demonstrated commitment to excellence: Ability to meet short- and long-term deadlines without direct supervision.
- **Interpersonal Skills:** Ability to develop and manage strong relationships with diverse partners and multiple stakeholders; ability to network. Practices authenticity, vulnerability, and ability to navigate challenging conflicts at person and institutional levels.
- **Communication Skills:** Articulate and tactful oral and written communication skills with a strong command of English. High level of English writing, editing and proof-reading skills. Ability to synthesize complex ideas without losing all nuance is essential.
- **Confidentiality:** Protects the organization and its operations by ensuring the confidentiality of sensitive information.

This position is full time, based in Cambodia. Compensation package includes salary (less Cambodia withholding taxes), seniority pay, health insurance, and working documents (visa, work permit). Salary is commensurate with experience.

To apply, submit letter of motivation, CV/Resume, including three references, to centrepeaceconflictstudies@gmail.com

Deadline to apply is **November 15, 2025**.

Only short-listed candidates will be contacted for interviews.