

PeaceNexus Western Balkans Programme

Regional pool of consultants

About PeaceNexus

The PeaceNexus Foundation (PN) is a Swiss-based operational foundation. We provide a range of capacity building services with the objective of strengthening the effectiveness of organizations that play a role in building peace. Our service areas include organisational development; developing organisational capacities for conflict sensitivity; and supporting inclusive dialogue with business to develop solutions to local peacebuilding challenges. We provide support to international partners and to local partners in our focus regions of West Africa, Central Asia, Western Balkans and Southeast Asia (Myanmar).

Background about the regional pool of consultants

[What we do in the Western Balkans](#)

In the Western Balkans (WB), we provide support on organisational development and conflict sensitivity to partners from Albania, Bosnia and Herzegovina, Croatia, Kosovo, Montenegro, North Macedonia and Serbia. PeaceNexus has been operating in the WB since 2014 and currently supports a dozen organisations across the region (click [here](#) for more information on the WB programme). We select our partners in view of (a) their peacebuilding potential (capacity to contribute to greater inter-ethnic collaboration within and across states and/or ability to mobilise citizens in support of inclusive dealing with the past processes and (b) their interest to engage in a process of internal change.

Civil society in the Western Balkans is vibrant, diverse and has already made great contributions to the social and political development of the region. However, the turbulent and fast-changing political context of the region creates significant internal challenges for organisations, regardless of their size and of the level at which they operate. We see that many organisations working on social change face challenges related to their strategies, leadership, internal systems and sustainability. In a context where many underlying lines of tensions remain present and where polarisation is on the rise, organisations need to be adaptable and inventive to stay relevant to peaceful democratic development.

It is to meet these challenges that PN supports organisations on organisational development (OD) and conflict sensitivity (CS). Our support to our partners takes the form of a financial contribution to cover the costs of the process (fees of external consultants, meeting costs) and direct process accompaniment from PeaceNexus staff who stay closely engaged throughout the partnership and provide feedback along the way. Following selection, we establish a participatory assessment with our partners which leads to the identification of priority internal challenges that will be addressed through the OD or CS process. This assessment process, facilitated by PeaceNexus staff, also leads to the identification of areas that will require additional accompaniment from external consultants. Each process supported by PN is different and tailored to the needs of the partner. Areas that most often require the accompaniment of external consultants relate to: strategy development, human resources management, restructuring, MEL and communication.

[Why we created a pool of consultants](#)

Since the support provided by PN is typically longer-term (2-3 years), our partners have the space to make in-depth investments in their development and to require consultancy opportunities that span several months. Consultants then play a key role in enabling reflection, working through difficulties and helping PN partners meet their own internal goals.

In 2022, we have created a pool of consultants with demonstrated experience in the areas of support most needed by our partners. Through the pool of consultants, we want to make sure that our partners can have access to high quality experts who can provide them with tailored advisory services, grounded in solid change management and thematic experience, in-depth knowledge of the Western

Balkans context and a commitment to participatory approaches. We want to make sure that each consultancy recruitment of our partners is successful and timely and ultimately results in stronger impact of our partners. The pool is meant to ease our partners' selection process and help ensuring a good match between partners and consultants.

[How the pool works](#)

Selection: We shortlist applications according to the profile requirements listed below. Shortlisted applicants will then be asked to complete a (remunerated) written task. The process will conclude with an interview. We expect to conclude the next round of selection by June. If you can't apply for this round, please note that you can send your application anytime to besart.lumi@peacenexus.org.

Benefits for selected consultants: If you are selected for the pool, you will:

- be regularly informed by PeaceNexus about consultancy opportunities made available by the foundation
- be contacted personally whenever there is a specific opportunity matching your profile within the Western Balkans programme and receive our recommendation where suitable;
- have the opportunity to see your profile added in the [non-profit builder](#) database, a platform where several Foundations store and seek consultant profiles and where additional consulting opportunities can come up through different programs for grantees;

Note: Being accepted in the pool does not guarantee you will necessarily be selected for accompaniment mandates since PeaceNexus partners remain in control of the selection of their consultants. It does guarantee that you will be contacted directly and considered when an opportunity matches your profile.

Application process

[What we are looking for:](#)

We are looking for consultants who can demonstrate the following **accompaniment and change management competences**:

- ✓ Previous advisory experience on organisational development and/or conflict sensitivity;
- ✓ Demonstrated experience in (change management) process design;
- ✓ Demonstrated experience in working with civil society organisations;
- ✓ Strong facilitation skills;
- ✓ Ability to work with diverse groups with an inclusive approach.

In addition, candidates should have relevant **thematic experience** as an external advisor in at least one of the following areas:

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| - Strategy development and/or strategy review | - Communications |
| - Governance/Board development | - Conflict/context analysis |
| - Restructuring | - Organisational integration of conflict sensitivity |
| - Human resources management | - Fundraising & income-generation |
| - Stakeholder engagement | - Diversity and Inclusion |
| - -Development of MEL frameworks | - Programme design and development |
| - Leadership development | |
| - Coaching | - Mediation |
| - Management training | - Development of internal financial & administrative procedures |
| - Risk management | |

We will also consider the following as assets:

- Familiarity with the Western Balkans context
- Fluency in one of the languages spoken in the Western Balkans
- Thematic knowledge on peacebuilding/human rights/dealing with the past/reconciliation

Beyond the profile requirements listed above, we are looking for consultants who are driven by the strong wish to make the organisations they serve more impactful and by dedication to accompaniment. We are looking for those who treat each consultancy in a tailored manner and who are ready to engage with our partners in meaningful reflection and change processes.

[Application package](#)

All interested candidates should send the following documents:

- ✓ CV (not exceeding 3 pages, and indicating 2 references from past clients you supported as a consultant or advisor)
- ✓ Application form ([download](#))

Deadline for application: All applications should be sent out to besart.lumi@peacenexus.org, no later than 15.05.2024.