



TERMS OF REFERENCE

Manager – Counter Narrative and Education Programming

Duty station:	Yangon, Myanmar (with considerable travel)
Position title:	Manager – Counter Narrative and Education Programming
Reporting to:	Head of Programmes
Duration:	12 months initially (with possibility of extension subject to performance)
Contract type:	Full time

Background

The 'Paung Sie Facility' (PSF), is a multi-donor facility, primarily funded by the governments of the United Kingdom, Australia and Sweden. The PSF has a focus on the enhancement of social cohesion across Myanmar. Projects are generally small-scale and tailored to increase the prospects for a peaceful and cohesive society in Myanmar. NIS provides administrative and technical support to the PSF. Salary and benefits for this position are according to NIS Foundation general directions.

For more information on PSF, please see the PSF homepage: <http://www.paungsiefacility.org/>

For more information on NIS, please see NIS homepage: <http://www.nis-foundation.org>

Essential Functions

Reporting to the Head of Programmes, the Programme Manager is responsible for developing and overseeing day-to-day programming operations and working closely in a co-design and advisory capacity with partners in the area of counter narrative and education programming, ensuring synergies within the PSF portfolio and with other relevant funds and programmes operating in Myanmar. The Programme Manager manages a dedicated Programme Officer and liaises regularly with other units of the PSF. The Programme Manager is expected to demonstrate deep understanding of global best practice as it relates to developing counter and alternative narratives to combat hate speech and formal and information education practices and approaches which can support social cohesion. The Programme Manager supports both the PSF, PSF partners, and seeks to influence stakeholders in applying this in pragmatic and innovative ways in the Myanmar context.

The Programme Manager will play a key role in contributing to a culture of energy, innovation and excellence within the PSF.

Main Responsibilities

- Lead PSF programming on developing counter narrative and education approaches to combat hate speech and false information, and encourage change in perspectives, beliefs, social norms and entrenched practice, providing innovative and practical programming solutions which are closely aligned to the PSF Theory of Change.
- Explore new ways of scaling up existing PSF counter-narrative work, including but not limited to potential partnerships with the private sector
- Work with partners to co-design and deliver targeted programmes, such as messaging campaigns (social media, radio, television) to majority groups to address negative stereotypes
- Provide contextual analysis relative to counter narrative approaches and education programming
- Manage and provide ongoing mentoring and coaching of Programme Officers, including the delivery of technical guidance, allocation of duties and monitoring performance according to the PSF Performance Management Policy
- Establish and maintain excellent and effective working relationships with programme partners and PSF stakeholders

- Contribute to PSF strategy development through the provision of strategic programmatic advice to PSF management on an ongoing basis
- Work with Implementing Partners (IPs) to develop robust grant proposals, which meet expected PSF standards and donor requirements, through the direct provision of high quality technical and programming support
- Carry out and supervise in-depth appraisal of project proposals submitted by IPs, providing guidance on areas requiring further development, according to PSF and donor criteria
- Ensure compliance with donor standards, international and national best practice (including on conflict-sensitivity and gender, youth and disability inclusion) and evolving peacebuilding literature
- Provide ongoing practical support and advice to IPs to ensure the delivery of effective and responsive programming that reflects global lessons and Myanmar opportunities by translating concepts into practical on the ground deliverables
- Ensure complementarity and alignment with other PSF programme themes through close technical engagement with other Programme Managers
- Work closely with the PSF Monitoring, Evaluation and Learning (MEL) team to identify appropriate monitoring and evaluation indicators and means of verification to ensure effective measurement of project deliverables
- To confidently access, engage with and influence senior national and international interlocutors and decision-makers
- Undertake regular project site visits and meetings with partners (nationally and internationally), sometimes at short notice and contribute to PSF internal and external reporting as requested
- Support PSF IPs in their risk management practices. Support Programme Officer in building the capacity of local organisations to understand and mitigate project related risks
- Actively contribute to a PSF culture of energy, excellence and innovation
- Other tasks as assigned by the Head of Programmes

Desired qualifications

- Master of Peacebuilding, International Relations, Politics or equivalent. Specialisation in countering hate speech through counter narratives and education highly preferred.
- 10-15 years expertise with at least 5 years of progressive management experience internationally and in cross-cultural, international organisations, with demonstrated experience in the design and implementation of combatting extremism through counter narrative and education activities
- Strong knowledge and experience of community and intercommunal relations in Myanmar
- Demonstrated experience and knowledge of grant-management
- Demonstrated ability to communicate with multiple stakeholders in complex environments
- Experience working in transitional environments and with donor programmes
- Strong networking and influencing skills
- Strong communication skills in written and spoken English essential, Myanmar language skills an advantage

Success Factors

- Deep subject area knowledge with a capacity to identify entry points and opportunities for interventions and manage the risks and challenges for such initiatives
- Strategic sense with a focus on detail and providing creative solutions at the programme and project levels
- Robust networking skills and an ability to create synergies between individuals, organisations and initiatives
- An energetic team player and leader with the ability and inter-personal skills to engage, motivate and empower partner organisations and team members
- An eye to ways to improve the organisation by enhancing PSF systems and processes
- Keen sense of ethics, integrity and commitment to PSF's mandate

All applications must be submitted by 5pm on Friday 26 April via our dedicated online system, which may be accessed at the following address: <https://app.smartsheet.com/b/form/1453bfbf12564556a7425cb2fd85558b> . Please note, applications will be considered on a rolling basis and a successful candidate may be selected prior to the closing date. Early applications are therefore strongly encouraged. International, regional and national specialists are encouraged to apply for this role.

Valid applications must contain a cover letter, a CV (maximum 4 pages), as well as a minimum of 3 references. Please note, that applications which do not follow these instructions will not be considered.

Any queries should be directed to recruitment@paungsiefacility.org