



Post Title: Programme Development and Advocacy Advisor

Location: Nairobi, Kenya

Hours: Full-time

Contract: Fixed term for 2 years

Starting date: 1 September 2026 or as soon as possible

Programme Development and Advocacy Advisor

Background

Peace Brigades International (PBI) is a non-governmental organisation, which protects human rights and promotes nonviolent conflict transformation. We provide protection, capacity development and other support for threatened organisations, defenders and communities pursuing social justice and defence of human rights in areas of violent conflict. Our current field teams are in Colombia, Guatemala, Honduras, Kenya, Mexico and Nepal. PBI teams are supported by a network of PBIs in Europe, North America, Africa and Australia, who carry out volunteer recruitment, advocacy and fundraising, and by the international coordinating office based in Brussels. PBI uses a non-hierarchical model of organising and decisions are made by consensus. PBI is an independent, egalitarian, volunteer-based organization not affiliated to any religious or political institution.

PBI Kenya consists of a small team based in Nairobi. Current programmatic work is mainly in Nairobi, Kilifi and the Rift area, but may include travel to other areas in Kenya and the wider East African region. The Civil Peace Service (CPS) is a Programme funded by the German Government to support non-violent conflict resolution.

Purpose of the Programme Development and Advocacy Advisor Role

PBI Kenya seeks to recruit a suitably qualified Civil Peace Service Worker as Programme Development and Advocacy Advisor to support the implementation and

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development of PBI Kenya's programmes in conjunction with the Co-Coordiators and wider team.

The Programme Development and Advocacy advisor will play a key role in supporting programme implementation, project development, advocacy, stakeholder engagement, fundraising, and organisational learning. The position will contribute to strengthening PBI Kenya's protection work with human rights defenders and grassroots organisations while supporting the organisation's long-term sustainability and strategic objectives.

Main Duties, Tasks and Responsibilities

Programme Implementation and Development 40%

- Provide technical support for the implementation of PBI Kenya's programmatic work, including the CPS Programme, such as coordinating and participation specific activities.
- Support the team in organising capacity building initiatives for human rights defenders and grassroots organisations
- Coordination of PBI Kenya's monitoring, evaluation and learning system (global register) across PBI Kenya's programmes.
- Closely monitor the political, human rights and social justice situation in Kenya to identify trends, inform project operations, optimise advocacy efforts and advise on fundraising initiatives.
- Contribute to learning processes in the organisation and across the CPS organisations active in Kenya.

Advocacy and External Relations 20%

- Design and support implementation of PBI Kenya's advocacy strategy in collaboration with the team.
- Support relationship management with key stakeholders, including human rights organisations, government institutions, diplomatic actors, and international partners.
- Represent PBI Kenya in relevant forums, networks and coordination spaces when needed
- Development of advocacy materials, and contribution to communications products, website content and other external-facing materials.
- Contribute to visibility and awareness-raising efforts regarding the situation of human rights defenders and social justice movements in Kenya.

Project Development and Fundraising 20%

- Provide technical support in the identification of funding opportunities relevant to PBI Kenya's strategic priorities.
- Development of concept notes, project proposals and contribute to donor reports.
- Provide technical support for donor engagement and relationship management.
- Assist with programme design and development of new initiatives in collaboration with the team.
- Create and maintain, in collaboration with the team, a database of potential funders and partners.

Security and Risk Management 20%

- Manage protection guidance and security measures, including accompaniments and risk assessments for HRDs at risk in cooperation with the team.
- Monitoring and analysis of security developments relevant to PBI Kenya's operations and partners.
- Advise the team on organisational security planning and risk management processes while supporting implementation of agreed security protocols.
- Maintain PBI Kenya's security systems and procedures.

Essential Qualifications / Person Specification

- At least three years' experience working with international NGOs, human rights organisations, peacebuilding organisations, or related civil society actors.
- Demonstrable experience in advocacy, fundraising, project development, programme implementation, or organisational learning.
- Thorough understanding of the Kenyan political, human rights and social justice context.
- Experience working with human rights defenders, grassroots organisations, social movements, or civil society actors.
- Strong analytical, writing and reporting skills.
- Demonstrated initiative, willingness to take up necessary tasks and follow through, adaptability and problem-solving ability.
- Excellent written and verbal communication skills in English.
- Effective interpersonal, networking and relationship-building skills.
- Ability to function effectively in highly stressful and/or sensitive environments.

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- Experience working in multi-cultural teams and cross-cultural environments.
- Ability to work both collaboratively within a consensus-based model and independently.
- Strong organisational and time-management skills.

Desirable Qualifications

- Knowledge and experience of working within PBI or similar protective accompaniment organisations.
- Experience in fundraising, donor engagement, or proposal development.
- Experience supporting advocacy and communications initiatives.
- Experience working on security, protection, or risk management issues.
- Knowledge of Kiswahili, Spanish, and German would be an advantage.

PBI's offer

- Comprehensive benefits package according to the German Development Aid Worker's Act (comparative to a competitive NGO salary).
- Up to three months of professional training before deployment.
- 30 days of vacation per annum.
- Possibility to work in an international environment.

To apply, please send motivation letter and CV to the Hiring Committee with subject Programme Development and Advocacy to the following Email:

kenya.advocacy@peacebrigades.org with Cc:

Kenya.whrdtoolkit@peacebrigades.org

You should indicate, point by point, how you meet the requirements set out in the person specification.

Please add names of three referees, including their current contact details, who might be contacted if you reach the interview stage. We regret that only shortlisted applicants will be contacted.

Deadline: 31 July 2026 Interviews: In the week from 10 to 14 August.