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## **Planning, Monitoring Evaluation and Learning (PMEL) Advisor (m/f/d) in Battambang, Cambodia (with frequent travels to Phnom Penh)**



**We are looking for a PMEL Advisor to join our dedicated team  
in Cambodia starting in May 2025**

### **Who we are**

forumZFD supports people involved in violent conflicts on the path to peace and strives to help overcome war and violence.

forumZFD is currently working with peace consultants in Germany, as well as eleven other countries in Europe, the Middle East and South East Asia. Its Academy for Conflict Transformation offers a learning space for professional, international peace work. Through dialogue events, educational work and campaigns, forumZFD actively advocates civil peace policy.

forumZFD is recognized by the German federal government as a member of the Civil Peace Service (CPS) consortium. It finances its work through public and private grants, donations and membership fees.

To support this work and make it as sustainable and participatory as possible, forumZFD elaborated its own PMEL system based on Outcome Mapping. Outcome Mapping is a qualitative, participatory and process-oriented PMEL approach.<sup>1</sup> Currently, forumZFD in Cambodia operates through its offices in Phnom Penh and in Battambang and works with Cambodian partners in the fields of civil conflict transformation and peace building.

### **Your tasks and responsibilities**

The Planning, Monitoring, Evaluation and Learning Advisor is responsible for providing guidance, technical support and capacity building on planning, monitoring and evaluation for the forumZFD programme in Cambodia. The position works in close coordination with the Country Director in Cambodia and the forumZFD Head Office (HO) in Cologne, as well as PMEL Advisor in other country programmes. The PMEL Advisor will coach, capacitate and support the forumZFD team, as well as partners to understand and apply PMEL for peacebuilding and ensure effective programming.

### **Specific tasks include:**

- Support the further development and implementation of forumZFD PMEL standards in close cooperation with Head Office and the Country Director.
- Support the programme team in the implementation of forumZFD PMEL, e.g. facilitating and documenting annual planning processes, as well as further developing the monitoring system on programme and project level.
- Implementing monitoring processes at programme and project level to ensure that there is a strong coherence around the programme and projects' activities.
- Ensure regular data collection, reflection on it and provide support in reports preparation.
- Capacitate, train and support partners of forumZFD, as well as forumZFD programme staff in Cambodia in PMEL.
- Design and facilitate participative process with diverse groups.
- Support the knowledge management process for the programme.

**Reports to:** Country Director

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<sup>1</sup> For more information about Outcome Mapping, which is no result-based approach, please see <https://www.outcomemapping.ca/>

## Qualifications:

- Advanced degree in social sciences, peacebuilding, management, international development or other relevant fields.
- Minimum of 3 years' related work in PMEL for peacebuilding or in a development cooperation context, preferably in conflict areas.
- Good understanding of peacebuilding programming.
- Strong experiences of working with PMEL systems, monitoring methodologies and tools.
- High level of knowledge and skills of data visualization and presentation.
- Fluency in English (oral and written) and high quality in analytical report writing in English.
- Demonstrated experiences of carrying out quantitative surveys and qualitative and participatory approaches, such as Outcome Mapping.
- Experience in facilitating workshops, training and capacity building, on PMEL and designing and facilitating participative process with diverse group.
- Strong management and organizational skills with good understanding of motivating and working with cross-cultural teams.
- Work independently but also cooperatively with team members.
- Work in intercultural and complex contexts, with a high level of experience in dealing ambiguity and tolerance.
- A high level of personal efficiency and an ability to balance multiple tasks.
- Knowledge of Khmer language would be an asset.

## Our offer

We offer an attractive position with responsibilities for a minimum of two years in a growing organization. As the position is based on the German Development Aid Workers Act (EhFG) it is open for Non-Cambodian nationals only. The position is remunerated according to the provisions of this law, including comprehensive social security benefits and financial reintegration assistance upon return. We also offer participation in qualification and professional development courses (among others, at forumZFD's Academy for Conflict Transformation), a project-based preparation, regular coaching and, where appropriate, participation in a language course.

Working for forumZFD, you will work within the innovative field of conflict transformation and peacebuilding through contributing your ideas and skills.

## Start of assignment

Ideally, you are available to start working on **1<sup>st</sup> of May 2025** (preparation courses, followed by at least two years contract with the option of extension).

## Your application

Please send your application (letter of motivation, CV and contact details of 2-3 reference persons) to <https://www.forumzfd.de/en/jobs> latest by **10 January 2025**.

**An selection process (online) is scheduled for end of February/early March 2025.** In case of any questions, please feel free to contact Mr. Sven Reuter at [reuter@forumZFD.de](mailto:reuter@forumZFD.de).

Please find further information about our organisation and our assignments online at [www.forumZFD.de](http://www.forumZFD.de). This job advertisement as well as further employment postings can be viewed at [www.forumZFD.de/jobs](http://www.forumZFD.de/jobs).

**We are looking forward to your application!**