

Call for expression of interest for

Senior Expert – Dialogue and Mediation (div/f/m)

The Berghof Foundation's Sub-Saharan Africa Unit is looking for a Senior Expert to provide technical expertise related to dialogue, mediation, negotiation, National Dialogue, dialogue facilitation, process design and management, gender-sensitive conflict analysis and other related topics.

With this call for expression of interest, we would like to draw your attention to our tender. If you are interested in applying and meet the required qualifications, please contact us and we will send you the complete tender documents.

Overview of the position:

Deadline for application: 30.11.2025, 18:00 (CET)

Scope: Needs basis, up to 50 days per year

Starting date: 05.01.2025 (or earlier upon completion of the tender procedure)

End date: 31.12.2026, with the possibility of extension

Location: Remote with international travels (HoA, Berlin)

Department & reporting line: Head of Sub-Saharan Africa Unit and (Senior) Project Managers

Your main tasks:

- ≡ Participation in on-site activities in the Horn of Africa as a lead trainer/ expert on conflict transformation-related topics in the framework of interactive skills-trainings, workshops and problem-solving formats
- ≡ Provision of expert inputs on thematic topics related to abovementioned areas as well as sharing of experiences and lessons learned from other country contexts both on-site in the HoA and/or virtually
- ≡ Individual coaching and advice provided to the project teams, Insider Mediators and participants of project activities both in person and/or virtually
- ≡ Collaboration with project teams on the design and implementation of relevant resources, such as training material and curricula, and input on design of project activities in a conflict-sensitive manner.

Your profile / requirements:

- ≡ Proven track record of working in peace, dialogue and mediation support in different countries (particularly in Africa) at Track 1, 1.5 and 2 levels, ability to work multitrack and ability to share reflections, lessons learned and proven practices from firsthand experiences
- ≡ Familiarity with the concepts of conflict transformation, such as negotiation, mediation, dialogue, conflict analysis and conflict-sensitivity, strategy and process design development
- ≡ Proven track record of working with Insider Mediators in high-level environments, including on-demand coaching, adaptive process accompaniment and process design
- ≡ Availability to travel internationally during designated times, including to high-risk areas
- ≡ Familiarity with the Horn of Africa context is a benefit
- ≡ Proven track record of peace support in dynamic and sensitive environments
- ≡ Ability to situate outcomes and discussions during the workshop within the conceptual frameworks of conflict transformation and give qualified reflections, observations and recommendations
- ≡ Excellent time management and ability to meet deadlines
- ≡ Ability to produce short synthesis and briefs, particularly to support reporting purposes
- ≡ Empathetic and discreet conduct of affairs to build trusted relationships with parties/ stakeholders and ensure confidentiality
- ≡ Proficient in English. Knowledge of Amharic, Tigrinya or Afaan Oromoo an asset.

Application procedure

Please submit your interest in participating in the tender by 27.11.2025, 18:00 (CET) via e-mail to Linda Maurer, Project Manager at L.Maurer@berghof-foundation.org. This call for expression of interest is the first phase in the procurement procedure. You will then receive the complete tender documents with all relevant information, templates, and annexes for the second phase of the procurement following open tender procedure.

The Expressions of Interest shall be submitted in English only.

The complete tender documents are the following

- ≡ Cover letter (including description of the applicant and indication on approximate number of times the applicant would be available to travel within the contract period)
- ≡ Curriculum vitae (including overview of comparable projects, advisory support/ coaching provided and regional/country work experiences)
- ≡ Quotation template/price sheet is filled out and signed
- ≡ Declaration on honour signed

Thank you! We look forward to receiving your application!