



Secondment

International Professional Officer Dialogue, Environment, Participation, and Victims Unit Mission to Support the Peace Process in Colombia (MAPP/OAS), in Bogotá

Switzerland has been supporting the creation of a sustainable and inclusive peace process in Colombia for 25 years, including the negotiation of the 2016 peace agreement with the FARC-EP rebel group. Ever since the agreement was signed, Switzerland has been helping with its implementation. At the request of the government and the parties involved, Switzerland is also supporting the peace negotiations between the Colombian government and the rebel group ELN (Ejército de Liberación Nacional), as well as those with the EMBF FARC-EP (Estado Mayor de los Bloques y Frentes) and those with the CNEB (Coordinadora Nacional Ejército Bolivariano). Swiss mediators are present at all negotiations, support the parties in their search for solutions and provide technical expertise upon request. The financing of this position through the Swiss Expert Pool enables a direct, credible, and long-term presence in sensitive post-conflict contexts in Colombia.

The **Mission to Support the Peace Process in Colombia (MAPP/OAS)**, under the Organization of American States, is the only international entity with a specific mandate to support Colombia's peace policy both technically and politically. Through the agreement between the Republic of Colombia and the OAS, MAPP/OAS' mandate has been renewed until January 24, 2027. The Mission accompanies dialogue and peacebuilding efforts in the most conflict-affected territories and fosters inclusive and participatory approaches to address post-conflict challenges.

Tasks and responsibilities:

MAPP/OAS is seeking a committed and experienced International Professional Officer to join the Dialogue, Environment, Participation, and Victims Unit (DEPV). The professional will play a key role in fostering inclusive dialogue and strengthening citizen and community participation in Colombia's peace and post-conflict processes at both national and territorial levels.

Working under the direction of the DEPV Coordinator and in alignment with MAPP/OAS methodologies and strategic plans, the officer will accompany dialogue initiatives, support local capacity-building, and help bridge communication between government entities and civil society.

- Monitor and support government institutions, civil society, and communities in strengthening participation in public policy, both at national and territorial levels.
- Support dialogue initiatives between state actors and communities/civil society organizations.
- Foster inclusive spaces of participation and pluralistic representation of community voices.
- Support and liaise with regional MAPP/OAS offices in their work related to dialogue and participation.
- Conduct field visits to regions where the Swiss-funded participation project is active.
- Monitor and guide the implementation of project work plans; report on progress and provide technical input.
- Draft project documentation, reports, briefings, and policy recommendations in support of participation and dialogue work.
- Promote trust-building, reconciliation, coexistence, and peace culture through participatory local initiatives.
- Maintain a current mapping of stakeholders and contribute to capacity-building on topics such as active listening, conflict resolution, and inclusive dialogue.
- Represent DEPV and MAPP/OAS at working-level meetings and support advocacy activities at local and national levels.
- Provide mentoring or guidance to junior staff if required.
- Perform other duties in line with the position as requested by supervisors.

Skills and competencies:

Communicate Effectively / Strategic Vision / Leadership / Team Management / Adaptability / Teamwork / Respect and Integrity / Commitment / Analytical thinking / Results-oriented / Planning and organization / Build Relationships

Qualification and Experience:

- Advanced university degree in a relevant field.
- Minimum 5 years of relevant working experience in governance, peacebuilding, human rights, social dialogue, or public participation, ideally within international organizations or cooperation agencies.
- At least 2 years of experience in project design, management, implementation, and evaluation.
- Experience in monitoring public policies related to human rights or transitional justice is an asset.
- Knowledge of gender and intersectional approaches.
- Supervisory experience and resource management are desirable.
- Excellent written and spoken Spanish is essential. Proficiency in English.

Requirements of the Swiss Expert Pool for Civilian Peacebuilding:

- Passive knowledge of two Swiss official languages is required.
- Physical and mental fitness to work in this context (incl. medical examination).
- Possession of a valid driver's license.
- Swiss nationality only (Dual citizenship with country of assignment not permitted).

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| Duty station: | Bogotá, Colombia (with travel to conflict-affected territories) |
| Start of assignment: | Autumn 2025 |
| Duration of contract: | 1 year, with the possibility of extension |
| Application Deadline | 3 August 2025 |
| Interviews scheduled for | 11 / 12 August 2025 |
| Family Accompaniment: | Possible |

Further information

- Learn more about MAPP/OAS: <https://www.oas.org/en/mapp>
- Learn more about the Swiss Expert Pool: www.eda.admin.ch/expertenpool
- For questions related to the secondment:
Ms Sulamith Schmid, Programme Manager (sulamith.schmid@eda.admin.ch, +41 58 484 92 24)
- For questions regarding requirements and the selection process:
Ms Janine Misteli, Swiss Expert Pool (janine.misteli@eda.admin.ch, +41 58 462 63 39)

Assignment:

The assignments take place within the framework of the Swiss Expert Pool for Civilian Peacebuilding¹. The seconded expert receives a contract from the Federal Department of Foreign Affairs for the duration of their deployment [PVFMH](#) (D) / [OPers-PDHH](#) (F) / [OPers-PRA](#) (I).

Please submit your application through the Swiss Federal Administration recruitment system: <https://www.stelle.admin.ch>

A complete application contains:

- A cover letter in Spanish.
- A curriculum vitae in English.
- Copies of diplomas and employment certificates.
- The completed Personal History Form PEP (see: <https://www.eda.admin.ch/content/dam/eda/en/documents/aussenpolitik/menschenrechte-menschliche-sicherheit/stellenangebote-expertenpool/personal-history-form.docx>)

¹ Swiss Expert Pool for Civilian Peacebuilding

The deployment of civilian experts within the scope of Switzerland's policy on peace, human rights, and humanitarian issues is a long-standing tradition. Depending on specific needs, civilian experts are made available for temporary civilian peace projects as election monitors, police advisers or specialists in fields such as constitutional law and practice, mediation, the rule of law, human rights and humanitarian law (www.eda.admin.ch/expertenpool).