



## **Human Security Adviser**

### **State Secretariat / Peace and Human Rights Division**

### **Kinshasa, DRC**

The foreign policy strategy sets out the ambitious goal that Switzerland should be 'among the world's leading countries in peacebuilding' by actively contributing to the promotion of democracy, conflict prevention, mediation and conflict resolution, and the fight against impunity.

Switzerland has been engaged in peace policy efforts in the Great Lakes region for many years and maintains a long-term commitment to preventing and reducing armed violence, particularly in eastern DRC, by promoting inclusive frameworks for dialogue, strengthening national actors such as government institutions and civil society, and supporting regional and international peace initiatives.

The HSA plays a central role in shaping and implementing Switzerland's peace engagement in eastern DRC. The position involves developing political processes, facilitating dialogue, supporting conflict parties in creating space for negotiation, and maintaining a sensitive and high-level network with key actors, including government representatives, armed actors, civil society, and international partners. This work is carried out in a highly complex and politically sensitive environment.

With its dedicated Peace and Human Rights Division (PHRD), Switzerland has established a globally recognised centre of expertise that works directly in conflict settings. Human Security Advisers are a key instrument of Switzerland's peace policy and act as the extended arm of the PHRD on the ground.

As an actor that not only talks but also acts – often discreetly. The Human Security Advisers are a central instrument of Swiss peace policy and the extended arm of the Division for Peace and Human Rights (DPHR) on the ground.

Peace work is primarily process work. The PHRD's approach is inspired by the principles of conflict transformation. As a state actor, we focus our activities on the political level, sometimes taking advantage of short-term opportunities and involving other (civil society, economic, cultural) levels, knowing that sustainable peace requires long-term systemic change that can ultimately only be achieved by the conflict actors and the affected population themselves.

The activities of the PHRD are impact oriented. These include the facilitation and mediation of dialogue processes and peace negotiations. The focus is on the development and design of high-level political processes, i.e. dialogue among the primary decision-makers of the parties to the conflict. Peacebuilding takes time. Setbacks are common, and armed violence continues to escalate in many regions.

The PHRD uses various instruments to achieve this goal, including the deployment of Human Security Advisers in priority contexts.

#### **Tasks and responsibilities:**

Under the political supervision of the Peace and Human Rights Division (PHRD) and the hierarchical leadership of the Swiss Embassy in Kinshasa, the Human Security Adviser is responsible for:

- Designing and implementing the PHRD Peace Programme for DRC, aimed at preventing and reducing armed violence in eastern DRC through high-level political processes.
- Identifying strategic entry points and opportunities for Swiss peace engagement, including mediation, dialogue, conflict transformation and violence prevention.
- Developing and maintaining a strong political network, including with government authorities, security sector actors, (para-)state and armed groups, civil society, and international partners.
- Context monitoring and political analysis, to generate strategic and operational recommendations for Switzerland's peace engagement.
- Project and programme work, including the conception, oversight and evaluation of peace-related initiatives and projects in line with PHRD Project Cycle Management (PCM).
- Representing Switzerland in relevant political, security and human rights fora, and contributing to multilateral peace and security agendas as appropriate.

- Strategic leadership of the Swiss peace engagement on the ground, including the management and coaching of the National Programme Officer.
- Maintaining conflict- and gender-sensitive approaches and ensuring compliance with “Do No Harm” principles.
- Contributing to internal and external communication, including political reporting, strategic papers, narratives on peace policy, and communication products for the FDFA.

#### Qualification and Experience:

- Master’s degree or equivalent in a relevant field; training in diplomacy and/or mediation an asset.
- At least several years of relevant professional experience in conflict transformation and peacebuilding (preferably in crisis or conflict contexts).
- Experience and knowledge of Sub-Saharan Africa, ideally the Great Lakes region.
- Strong political acumen, excellent analytical and conceptual skills, and an agile, process-oriented mindset.
- Proactive, go-getter mindset, and innovative thinking abilities.
- Proven experience in mediation and facilitation at political levels.
- Experience in project and programme management (conceptualisation, planning, implementation, monitoring, evaluation).
- Strong interpersonal and communication skills and the ability to operate effectively in intercultural and politically sensitive environments.
- Capacity to maintain networks at high political levels, including with difficult or highly exposed interlocutors.
- Ability to deliver results under challenging conditions (security restrictions, mobility constraints, climate).
- Very good command of English and French; with passive knowledge of a second Swiss national language.
- Physical and mental fitness to work in this context (subject to successfully meeting medical standards),
- Possession of a valid automobile driving license,
- Swiss nationality (Dual citizenship with country of assignment not possible).

The start of the assignment as Human Security Adviser in Kinshasa is planned for January 2027. However, you ideally start working for the FDFA already in August 2026 as programme manager for the Great Lakes region in Bern (maternity leave replacement), and then move on to the role of Human Security Adviser in Kinshasa as of January 2027. If the maternity cover position in Bern is not suitable for you, please apply anyway.

	<b>Programme manager Great Lakes</b>	<b>Human Security Adviser</b>
	optional	
Duty station:	<b>Bern</b>	<b>Kinshasa (regular travel to eastern DRC)</b>
Start of assignment:	August to December 2026	From January 2027
Duration of contract:	5 months	1 year
Family		accompaniment by family is possible
Application Deadline	12 April 2026	
Interviews scheduled for	The first round of interviews is scheduled for 20/21 April and the second for 1 Mai 2026.	

#### Further information

- Learn more about the work as Human Security Adviser: <https://www.eda.admin.ch/eda/fr/dfae/dfae/aktuell/newsuebersicht/2025/09/rdc-interview-laura-reymond-joubin.html>
- Learn more about the Swiss Expert Pool: [www.eda.admin.ch/expertenpool](http://www.eda.admin.ch/expertenpool)
- For questions related to the position:  
Ms Albane Dorsaz, Programme Manager Great Lakes ([albane.dorsaz@eda.admin.ch](mailto:albane.dorsaz@eda.admin.ch), +41 58 48 56650)
- For questions regarding requirements and the selection process:  
Ms Janine Misteli, Swiss Expert Pool ([janine.misteli@eda.admin.ch](mailto:janine.misteli@eda.admin.ch), +41 58 462 63 39)

**Assignment:**

The seconded expert receives a contract from the Federal Department of Foreign Affairs for the duration of the 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/stelle/en/home/stellen/stellenangebot.html>

A complete application contains:

- A cover letter in a Swiss official language
- 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>)