

Job Opportunity:

Partner in Service, CHIPS Ghana



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CHRISTIAN INTERNATIONAL PEACE SERVICE

Job Summary

The CHIPS Ghana Partner in Service will live alongside the CHIPS Ghana team to provide relational, practical, and spiritual support as well as a communications link to CHIPS UK. Along with the team, their role will be to contribute to peacemaking and reconciliation in the area in line with the CHIPS ethos.

Background

Christian International Peace Service (CHIPS) is an established UK Charity with over 45 years experience in working for peace and reconciliation in the UK and overseas. Our vision is to contribute to building peace in areas of conflict and tension using a practical, sustainable, biblically based, grassroots approach. CHIPS works by supporting teams of Christians who live, eat and pray together in the heart of the tension area and at the economic level of the local people. These teams undertake practical projects with people from all sides of the conflict to serve their needs, foster positive interaction and reduce enmity.

Under the guidance of the Board of Trustees, a UK based Director is responsible for the management of the CHIPS organisation as a whole. The Director supports the Team Leaders at CHIPS Uganda and CHIPS Ghana who are responsible for staff and operations in their respective areas, making visits to each of these projects once a year.

The CHIPS Ghana project began, on the invitation of local stakeholders, in late 2009 with a year of in-country field work, learning languages and culture, as well as gaining an understanding of the current situation in the tension area. A base was built in Nakpayili, Nanumba South District, at the beginning of 2011 and a team of four young men from both ethnic groups involved in the conflict came together to live and work amongst those affected by the conflict. This team have since developed ongoing programmes in areas of veterinary work, hygiene & sanitation, natural medicine and animal rearing which serve the needs the people on both sides and enable new relationships to form.

The Ghana team took over the leadership of the project when the initial expat team leader returned to the UK to take over as CHIPS Director in late 2012. A Partner in Service is now sought to live at the CHIPS base in Nakpayili as part of the team, serving the local community alongside the team in their practical activities, as well as supporting the spiritual well-being of the team and assisting with communication with the UK. An initial period (up to one year) of in-depth training will take place in the UK, including visits to the CHIPS project in Ghana.

Summary Job Description

There will be a training course in the UK involving theological study, CHIPS peacemaking bible studies, development expertise, and much more (see document CHIPS Training in Christian Peacemaking).

In Ghana, the Partner in Service will initially be expected to learn the languages of the two main ethnic groups in the area, to integrate with the culture, and to become used to living at the economic level of the people in the area.

Later, the role would include the following tasks:

- build relationships with local people at all levels of society: the poor and marginalised as well as key local ethnic, religious and political leaders;
- offer practical support to ongoing projects being undertaken by the team;
- support the team spiritually and relationally, encouraging prayer life, biblical & inter-cultural study and giving pastoral support;
- support the team in planning and design of new programmes, recruitment of new team members and all other project activities, in consultation with the Team Leader;
- initiate new programmes and offer training to team from own expertise as appropriate and in consultation with Team Leader and UK Director;
- encourage and facilitate interaction and collaboration with in-country partners in peacemaking and development activities;
- maintain regular communication with CHIPS UK, supporting the team with reporting, monitoring and evaluation of activities;
- communicate with CHIPS UK and supporter base on fundraising activities, returning to the UK every 12-18 months to visit supporting groups.

The role of the Partner in Service is an essential element to any CHIPS team: a third party who is integrated with the people and situation of tension, who can live with and alongside the ethnically mixed team helping to balance the dynamics of the group, and who can be part of the example of the team living as a new creation, a new expression of the body of Christ in the midst of the conflict.

Person Specification

The position would suit someone with initiative, self-motivation and the willingness and ability to live at grassroots level in rural Ghana. They will need to have a passion for peace rooted in a strong Christian faith, be able to adapt cross-culturally and be confident in building relationships at village level but also at higher political levels.

Excellent verbal and written communication skills, basic IT skills, the ability to learn quickly and to analyse and assimilate new information, and a willingness to be involved in manual, practical work will be key assets. A patient disposition, humility and a willingness to listen to, and learn from, others is essential.

The position is most suitable for a single person or a married couple.

Note: Applicants must have unrestricted right of residency in the UK.

Education/Experience

Required:

- a degree in any subject and/or significant life/work experience in a relevant area

Desirable:

- formal education and experience in peacebuilding and/or development work (or other relevant area)
- previous experience of living abroad in a different culture
- relevant practical/technical skills
- knowledge and/or experience in participatory development approaches
- experience of living in community.

Interview Process and Training

CHIPS uses an informal, staggered approach to selection of expatriate CHIPS workers which involves a reciprocal process of discussion to discern the best way forward both for CHIPS and for the applicant. The process will begin with the submission of a CV and Application Form, available on request, followed by initial conversations with the CHIPS Director. **Applications must be submitted by Monday 1st July 2013.**

The next stage will be a residential weekend with the CHIPS Director and Trustees on **20th – 21st July 2013** to provide the opportunity for more in-depth discussions. Interviews will take place within the following two weeks.

A programme of training will begin in September 2013, following a selection of key topics while being tailored to suit the background of the applicant and specific training needs identified during the interview process. More details of the training are available in the document entitled CHIPS Training in Christian Peacemaking.

Remuneration package

Successful applicants are expected to find support for their living costs from their church or other networks during the training period. Accommodation and food will be provided and CHIPS may be able to help trainees find other avenues of financial support. All travel costs for external training and overseas travel will be provided by CHIPS.

The Partner in Service will be paid a modest living allowance while resident in Ghana (up to the amount paid to Ghanaian Team Members). All travel and project-related costs in-country will be covered by CHIPS Ghana. Travel back to visit supporters in the UK, as well as an allowance and travel costs during the time in the UK will be covered by CHIPS. An annual home-returning allowance will also be given, the amount depending on the length of service and the skills/experience and circumstances of the applicant. Related medical costs and National Insurance payments will be covered in the UK.

Term and Progression

The initial contract would be for one year's training, followed by a fixed-term contract in Ghana, usually three years. This could be followed by another overseas placement, promotion to regional manager, or a home posting with CHIPS UK, and so on through the CHIPS career structure.

To Apply

Please send a CV and covering letter to CHIPS Administrator, Mrs Sheila Jordan, at the following address:

CHIPS, Bix Bottom Farm, Henley-on-Thames, Oxon, RG9 6BH

Tel: 01491 577745

E-mail: jobs@chipspeace.org

Website: www.chipspeace.org

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