

## Vacancy Announcement

<b>Title:</b>	Head of Education as Reparation Initiative
<b>Type of contract:</b>	Employment
<b>Contract duration:</b>	12-month fixed-term contract
<b>Work time:</b>	Full-time position (40 hours per week)
<b>Reporting to:</b>	Director of Programmes
<b>External relations:</b>	Education actors, civil society organisations, national authorities, private and institutional donors, foundations, humanitarian actors, private sector donors, international organisations, regional inter-governmental organisations, survivor activists and members of the international community
<b>Location:</b>	Preferably Geneva, Switzerland, with frequent travel
<b>Start date:</b>	As soon as possible
<b>Application deadline:</b>	21/06/2026

## Background

The Global Survivors Fund (“GSF”) was launched in October 2019 by Dr Denis Mukwege and Nadia Murad, Nobel Peace Prize laureates 2018. Its mission is to enhance access to reparations for survivors of conflict-related sexual violence around the globe, thus responding to a gap identified by survivors. GSF acts to provide interim reparative measures in situations where States or other duty bearers are unable or unwilling to meet their responsibilities or reparation where States are willing to act on that responsibility. It also advocates for duty bearers, as well as the international community, to develop reparations programmes. GSF further provides expertise, guidance and technical support to States and civil societies to design reparations programmes. A survivor-centric approach is the cornerstone of everything GSF does.

GSF’s work is structured around three key interlinked pillars: Act, Advocate and Guide. Education as Reparation is a strategic thematic priority that cuts across these three pillars. It promotes survivor-centred, healing-centred and trauma-responsive education as a form of reparation for survivors of conflict-related sexual violence and for children affected by conflict-related sexual violence, including children who are survivors themselves, children born of rape, children who witnessed sexual violence, and children whose caregivers are survivors. Education as Reparation addresses harm, loss and structural inequalities caused by violations, while supporting healing, dignity, reintegration and long-term recovery.

## Role Summary

The Head of Education as Reparation Initiative reports to the Director of Programmes and works closely with the other Heads of Unit, regional coordinators, as well as with country coordinators involved in education programming, to coordinate GSF’s work and enable

survivors' access to education as a form of reparation. The Head of Education as Reparation Initiative is a senior position responsible for leading GSF's strategic engagement, development and scaling of the Education as Reparation portfolio across programme design and implementation, technical support, coalition-building, and resource mobilisation.

The Head of Education as Reparation Initiative is responsible for developing and leading the implementation of an overarching Education as Reparation strategy aimed at engaging multiple stakeholders at national, regional and international levels to mobilise partnerships and resources, and support the design and scale-up of survivor-centred reparative education projects and models in conflict-affected and humanitarian settings. This includes helping to embed effective, trauma-responsive, flexible and accessible education models into broader reparations, education, protection, child protection, mental health and psychosocial support, and recovery frameworks. The Head of Education as Reparation Initiative supervises and provides technical guidance to country coordinators implementing projects on Education as a form of reparation.

### **Position Responsibilities**

- Lead the development and implementation of GSF's Education as Reparation Initiative across the Act, Advocate and Guide pillars, ensuring coherence between programming, advocacy and technical support;
- Position Education as Reparation as a flagship thematic priority, supporting its growth from pilot initiatives to scaled, system-level approaches;
- Lead the design, development and oversight of GSF's Education as Reparation Initiative, including pilot, demonstration and scale-up projects;
- Ensure programmes are survivor-centred, co-created, and adapted to context, integrating trauma-responsive, flexible and accessible education approaches;
- Build and maintain strategic partnerships with survivors, civil society organisations, governments, UN agencies, education and humanitarian actors, donors and technical partners;
- Identify priority geographies, partnerships and opportunities in line with GSF's strategic objectives;
- Engage with States, UN agencies and other stakeholders to promote the inclusion of education within reparations, transitional justice and recovery frameworks;
- Oversee the development of policy papers, briefs and key messages, ensuring survivor participation and a strong survivor-centred approach;
- Build and convene coalitions, alliances and communities of practice to advance Education as Reparation;
- Coordinate monitoring, evaluation and learning across the Initiative, ensuring evidence informs programming and policy;
- Support the development of tools, guidance and models to facilitate replication and institutionalisation;
- Lead resource mobilisation for the Education as Reparation Initiative in coordination with senior leadership and fundraising teams;
- Oversee the development of proposals, concept notes and donor materials aligned with strategic priorities;

- Manage donor engagement, reporting and positioning of Education as Reparation as a compelling investment area;
- Work closely with Programmes teams to ensure alignment across GSF's pillars;
- Oversee budgeting and financial management of the portfolio in collaboration with Finance, and coordinate with Communications on messaging, visibility and external positioning;
- Build and lead the Education as Reparation Initiative team, fostering a collaborative and high-performing environment;
- Represent GSF in high-level technical, policy and donor fora, and travel as required by the role.

## **Position Requirements**

### **Education and professional experience**

- Advanced university degree in Education, International Development, Social Sciences, Public Policy, Human Rights, or another relevant field;
- Minimum of 15 years of significant senior-level leadership experience in education in emergencies;
- Strong track record in developing and leading complex, multi-stakeholder education strategies or programmes across international, regional and national levels;
- Demonstrated experience in shaping policy, standards, guidance, or practice in education and/or related humanitarian or recovery fields;
- Proven experience in building and sustaining strategic partnerships with a wide range of actors, including civil society, governments, UN agencies, donors, academic institutions, and affected communities;
- Significant experience in coalition-building, convening, or leading networks, alliances, or communities of practice;
- Strong experience in resource mobilisation, donor engagement, and strategic positioning of complex thematic portfolios;
- Experience supporting or guiding country-level implementation in fragile, conflict-affected, or displacement contexts;
- Familiarity with cross-sector approaches linking education with child protection, mental health and psychosocial support, gender-based violence, protection, or recovery frameworks;
- Experience working on conflict-related sexual violence;
- Experience in team leadership, staff supervision, and budget oversight.

### **Other skills and competencies**

- Strong strategic thinking and ability to connect programme delivery, policy influence, partnership-building and organisational positioning;
- Excellent representation, communication and facilitation skills, including in high-level international settings;
- Ability to engage credibly with both technical and non-technical stakeholders and to build consensus across diverse actors;

- Strong drafting skills, including experience producing policy papers, concept notes, strategic documents and donor-facing materials;
- Strong understanding of survivor-centred, rights-based, and participatory approaches;
- High degree of autonomy, sound judgment, and ability to work across teams in a fast-paced international environment;
- Excellent spoken and written English. Knowledge of French and/or Spanish is an asset.

## How to apply

Please send your CV, cover letter and two reference letters from relevant Education in Emergencies actors to [recruitment@globalsurvivorsfund.org](mailto:recruitment@globalsurvivorsfund.org) with **“Head of Education as Reparation Initiative Application”** as the email subject by **Sunday 21.06.2026**. The cover application email should include answers to the following questions:

- Do you have at least 15 years of senior-level leadership experience in education in emergencies?
- Have you successfully mobilised resources for previous projects that were assigned to you? If yes, from which donors?
- In which countries or contexts have you gained experience in supporting or guiding country-level implementation of education projects in fragile, conflict-affected, or displacement contexts?

Please note that only shortlisted candidates will be contacted. Interviews may be conducted on a rolling basis.

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The Global Survivors Fund (GSF) is dedicated to fostering diversity, gender balance, and inclusion, reflecting the varied landscapes where we operate and the communities we work with. We welcome applications from qualified professionals of all backgrounds, cultures, and beliefs. We particularly encourage candidates from regions where GSF is active to apply.

At GSF, we are committed to enforcing stringent Safeguarding policies, covering protection from exploitation, abuse, harassment, misuse of power, and discrimination, as well as child safeguarding and financial and fiscal integrity. We uphold a zero-tolerance approach to any form of unacceptable behaviour. As part of our recruitment process, shortlisted candidates will be required to provide references from previous employers and complete a self-declaration.

GSF does not charge a processing fee at any stage of its recruitment, selection, or hiring processes (i.e. application stage, interview stage, validation stage, appointment, or training). GSF will never request applicants' bank account information. Candidates should indicate whether they hold a valid residency and work permit for Switzerland.

**Your Data** - *If you choose to apply for this position, you will be providing us with your personal data, which will be processed solely for the purpose of selecting a candidate for this position. We will retain the personal data you share with us as part of the application process for six months from the application deadline, after which it will be deleted. Your personal data will be accessed only by our HR Staff managing the recruitment process and members of the selection panel. You have the right to a) request access to your personal data and information about how we process it, b) ask us to rectify any inaccurate personal data we hold about you c) request the deletion of your personal data or restrict its processing, and d) object to how we process your personal data. To exercise these rights, please contact [recruitment@globalsurvivorsfund.org](mailto:recruitment@globalsurvivorsfund.org). If you have any concerns or complaints about how GSF processes your personal data, please submit them to [DataProtection@globalsurvivorsfund.org](mailto:DataProtection@globalsurvivorsfund.org).*