



For the Garrison Institute DUX International is searching a:



GARRISON INSTITUTE



CBR
PROJECT

Director, Contemplative-Based Resilience (CBR) Project

The Organisation:

THE GARRISON INSTITUTE:

The Garrison Institute was established in 2003 as a not-for-profit, non-sectarian organization in the United States exploring the intersection of contemplation and engaged action in the world. Since its founding, the Institute has made the case for the relevance of contemplative-based approaches to social and environmental change, and demonstrated that they can be applied in practical, evidence-based ways while meeting scientific rigor and providing measurable, pragmatic results.

The Institute drives its mission by developing contemplative-based education and learning programs that transform how participants address specific civil society and environmental issues. Through its programs and retreats, the Institute has reached over 75,000 agents of change and equipped them with rigorous, innovative, contemplative-based tools and approaches. These approaches are applied in program initiatives in settings ranging from domestic-violence shelters to classrooms to the varied international settings where humanitarian aid staffers work.

In 2011, the Garrison Institute International was founded as a not-for-profit foundation in the Netherlands, which oversees and manages specific international programs initiated by Garrison Institute.

THE CONTEMPLATIVE-BASED RESILIENCE PROJECT:

The CBR Project both advocates for aid worker wellness and delivers bespoke training programs to demonstrate a methodology which provides real, practical and immediate stress management help for aid workers.

Humanitarian aid workers are under unprecedented pressure. Over the past decade protracted conflicts, medical emergencies and climate change have almost doubled the number of people affected by humanitarian crises around the world – and worldwide refugee numbers are only rising. Meanwhile, funding is flat-lining, or even falling. The solution to these structural problems continues to be to ask aid workers to achieve more with less resource.

The increase in humanitarian needs is taking an enormous toll on those serving on the front lines: 79% of aid workers reported suffering a mental health issue (The Guardian). CBR provides aid workers with knowledge, practical skills and a safe peer group environment to better cope with the enormous strain of delivering lifesaving care in some of the world's most unstable and difficult environments.

The Contemplative-Based Resilience (CBR) Project grew in response to the need to address the chronic and acute stress that aid professionals experience when repeatedly exposed to traumatic situations in their work. The CBR Project supports humanitarian aid workers and human rights defenders with trainings that provide skills and tools to maintain mental health and well-being. We teach the ABCs of

Resilience – Awareness, Balance and Connection and encourage open conversations about mental health and personal resilience which help to overcome the stigma which still surrounds mental health before, during and after a professional role in aid work.

Grounded in cutting-edge, evidence-based research, the CBR Project was designed by experts in aid work, psychology, trauma care, meditation, mindful body work and educational techniques. A pilot CBR Project training – built on a decade of work in similar fields – was conducted for the first time in 2013 with aid workers from ten countries.

Middle East Focus

Since 2016, the operational focus has been on the Middle East, with our training programs delivered from our 'home away from home' in Amman, Jordan. From the relative security of Jordan, we are able to provide support to aid workers who come to our training program from Iraq, Yemen, Pakistan, Syria, Palestine, and from Jordan where millions of refugees are currently living.

CBR Curriculum and Expanded Product Range

Our unique training curriculum is based on the fusion of four key elements:

1. Learning about the Psychology and Physiology of Stress;
2. Meditation;
3. Mindful Movement (breathing and stretching techniques)
4. Creating Peer Support Networks.

These elements have evolved over the last three years such that we now offer a variety of training products of different durations and at different price points.

- Our signature product is a One Year Program of Support. It begins with a 4-day residential retreat. Our next One Year program will begin with a residential training from November 5th to November 9th, 2018 in Jordan.
- One Day Workshop: for those whose work schedule or budget do not allow four days away from the office, this day-long course helps introduce the concepts and allows participants to begin a learning journey in meditation, mindfulness and mindful movement techniques which have been shown to help manage stress.
- 90 Minute Sessions: Delivered in NGO offices, or in refugee camps where field workers are posted, these sessions are purely practical introducing meditation and other skills into the workplace and helping to open up conversations about stress and resilience which de-stigmatize discussion of mental health in the workplace.

Aid workers – so used to feeling traumatized, isolated and alone – have found the CBR Project training programs really do help, with participants describing CBR methodology and experience as “transformative” and “life changing”.

In the near future, trainings (3-day non-residential) may also be offered in a central location in Europe, for international aid workers, who have assignments all over the world. Part of this role is to explore and advise on this matter.

The challenge:

The ideal CBR Project Director will be an entrepreneurial self-starter with experience of delivering humanitarian aid, or of working in similarly challenging environments. The Director will possess skills

across a variety of disciplines including training program design and delivery, data collection and research, fundraising, communication, finance and administration.

The Director position reports to the Board of Garrison Institute International, a foundation based in The Netherlands, and shall be responsible to provide quarterly reports for board review. Once a year the Director will be required to attend a Board meeting at the Garrison Institute in New York.

The CBR Project Director will have authority over the CBR Project budget. The CBR Project Director will be the principle decision-maker on decisions of hiring consultants or personnel as are required to deliver against the agreed goals and targets of the project.

The CBR Director will have the support of expert, experienced faculty and advisors. And will inherit well established curriculum documents, training manuals and participant handbook, power point presentations on core curriculum elements, recorded materials for APP and live webinar format, data surveys, participant testimonials in video and other media platforms.

Main tasks and responsibilities:

Leadership, Strategy & Partnership Development

- Provide strong visionary leadership, strategy and support to ensure benchmarks are met, goals are accomplished, and mission is achieved.
- Map out the sector landscape to identify, develop, cultivate and manage strategic partnerships with key global humanitarian organizations and international NGOs for the purposes of program growth and effectiveness.

Quality Program Design & Implementation

- Draw upon the burgeoning scientific body of knowledge on resilience, psychological trauma, contemplative practices and humanitarian work to continually evolve the theoretical basis for CBR Project trainings and advocacy.
- Continue to implement training programs for international humanitarian workers as well as customized trainings for specific agencies.
- Identify and collaborate with academic entities in order to continue data and evidence research.
- Leverage the Project's existing research and documentation to further evolve the existing monitoring and evaluation processes.
- Continue development of existing evaluation tools to gather timely and actionable feedback from all stakeholders. Use evaluation findings to design action plans for program improvement and to build knowledge and excellence of developments and trends in the field.

Management & Operations

- Oversee all project operations ensuring that internal systems and processes for tracking program, financial, fundraising, and operational data are coordinated and streamlined for maximum efficiency, effectiveness and transparency.
- Provide management and oversight to support CBR staff and faculty.
- Monitor and administer the CBR Project budget in collaboration with the CFO.

Resource Development & Communications

- Develop a comprehensive and adaptable fundraising strategy to maintain and expand CBR's revenue streams.
- Through effective cultivation and stewardship, engage current and potential donors including but not limited to individual donations, corporate contributions and sponsorships, grants, government funding and earned income strategies.
- Reporting to donors; ensuring compliance with all financial and reporting requirements.
- Serve as the face of the CBR Project, promoting accomplishments, findings and vision to engage a range of audiences and stakeholders, including donors and potential funders, policy makers, media entities, peer organizations and partners
- Work to develop and integrate a set of communications tools for promoting the CBR project's unique brand to include the creation and updating of content for website and other digital/social and traditional communication venues

Qualifications:

- Minimum of 5 years of successful senior-level or management responsibility in the humanitarian aid or psychosocial sector.
- An advanced degree in international affairs or a related field including social work, public health, psychology, international development studies, education, etc.
- Innovative and strategic self-starter who can grow the CBR Project and lead a creative, results-oriented team. In addition, possesses an entrepreneurial spirit and thrives in a fast-pace, start-up environment.
- Successful experience establishing/strengthening partnerships and collaborating with diverse stakeholders including NGOs, foreign governments, private sector, educational institutions and civil society groups.
- Proven expertise in project design, grant management, and monitoring and evaluation development and oversight.
- Highest levels of integrity and professionalism, with ability and willingness to handle sensitive and confidential situations, as well as flexibility and adaptability to changing priorities.
- Excellent critical thinking, decision-making, and team building skills, as well as topnotch oral and written communication skills, effective listening and presentation skills.
- Effective and exceptional spokesperson for the project, speaking at conferences and writing publicly about our work with the ability to convey complex ideas in a clear and compelling style. Easily builds rapport and relationships with diverse stakeholders.
- Deep, personal commitment to the mission and vision of the CBR Project and driven to achieve results based on ambitious goals.

- Willingness to travel and work internationally, about 50%.

The following candidate attributes are a plus:

- Familiarity with contemplative approaches and practices
- Appreciative of spirituality as a universal value.
- Knowledge of multiple languages, especially French.
- A global perspective and experience living and/or working in the developing world.

Garrison Institute offers you:

Competitive salary and comprehensive benefits plan.

Job Location:

The CBR position will be based in Europe, with a slight preference for The Netherlands and or Geneva (Switzerland).

How to apply:

Do you recognize yourself in the profile? We look forward to receiving your motivation letter and detailed résumé before October 5th, 2018 via info@duxinternational.com , attn. Victorine van Manen, mentioning 'Director CBR Project'.

The Garrison Institute is an equal-opportunity employer. Individuals from diverse backgrounds are encouraged to apply. All applications will be handled confidentially and will not be shared with third parties without the candidate's permission.