

# Programme Manager Peace & Democracy – Danmission East Africa (based in Dar es Salaam)

As a **Programme Manager (PM)**, you will lead and oversee the peace and democracy portfolio of Danmission's East Africa Regional Office (RO). This will entail facilitating equitable partnerships, high quality project design and programme management, strategic policy influencing and effective resource mobilisation. Being successful in this role is about being technically grounded, able to inspire and enable others, facilitate and guide, and provide collaborative leadership with integrity as you work closely with your colleagues in Danmission and our valued partners – connecting Danmission's strategic intents with the realities of the context.

## **About the Role**

As a Danmission PM you shall work in partnership with Tanzanian and Kenyan Churches and faith-based organisations (including Lutheran dioceses and interfaith organisations and platforms) and civil society organisations in Tanzania and Kenya on development projects and programs (design, implement, monitor, evaluate and report), on supporting policies which provide an enabling environment for people and planet to thrive and live in harmony, and, on raising funds in support of the work our partners do. This will entail, but not be limited to the following regarding the peace and democracy portfolio:

- Lead partnership management ensuring Danmission remains the partner of choice to the churches, institutions and organisations we work with reflecting transparent, dignified, respectful, strategic and empowering relationships in line with Danmission's partnership policy and commitments in the organisations Local Leadership and Shifting Power strategy.
- Significant contributions to resource mobilisation through the identification of relevant funding opportunities, building trusted donor relations, and drafting high quality funding proposals together with partners
- Demonstrate strong project management skills facilitating partners through all steps of the project cycle from design, implementation, monitoring, evaluation and drafting of reports to development of new project opportunities.
- Have responsibility for the implementation of Danmission's peace and democracy program portfolio supporting partners to deliver on jointly agreed upon outcomes.
- Support partners' influencing work including their drafting and implementation of advocacy strategies, facilitate coalition building and partners' contribution to strong local civil societies.
- Representing Danmission in external communications and stakeholder engagements as required.

The position combines strategic leadership with hands-on implementation and requires close collaboration with the Regional Director and other colleagues across Danmission offices.

## **Position Details**

- **Duty Station:** East African Regional Office
- **Contract:** Full-time, 3-years with opportunity for renewal depending on performance
- **Starting Date:** 15 August 2026
- **Probation:** First 6 months
- **Salary:** 3,000,000 – 8,000,000 TZS per month (negotiable)
- **Travel:** Required within Tanzania, Kenya, and other countries

## **About You**

### **Professional Competencies & Experience:**

- Minimum 3 years' experience with management of projects with funding from institutional donors (e.g. Danida, USAID, EU, UN Trust Funds, UN agencies)
- Demonstrated track record in fundraising for NGO projects
- You should have interest in and experience working with dialogue, peacebuilding, democracy and interfaith work
- Strong networking skills and the ability to build and leverage strategic partnerships in advancing Danmission's strategic intent.
- You should have a combination of a relevant university-level education and relevant work

experience

- Strong IT skills, including MS Office
- Advanced proficiency in English and Swahili.
- Strong leadership, mentoring, decision-making, prioritization, and training skills.

**Personal Competencies:**

- High integrity, honesty, and professionalism.
- Analytical, proactive, and solution oriented.
- Independent and willing to learn.
- Cooperative, respectful and responsible when working with others.
- Willing and able to travel within the region.

**About Danmission East Africa**

Danmission is a Danish NGO rooted in Christian values, working with churches, religious institutions, and secular partners to foster sustainable, just, and equitable development. The East Africa Regional Office (in process of moving to Dar es salaam) coordinates activities across the region and supports partners to implement high-quality projects, undertake effective policy influencing work, and, mobilise resources to fund programming.

We value diversity, inclusion, and innovation and provide a modern, supportive workplace where employees are empowered to grow and shape the office's operations.

**How to Apply**

For questions that cannot be answered through this job posting or Danmission's website, contact the Regional Director, Signe Atim Allimadi at +255 756987658 or [saa@danmission.dk](mailto:saa@danmission.dk)

Please upload your application and CV no later than **15th June 2026** by clicking the link below.

Applications sent by email will **not** be considered.