



Impact Monitoring Manager

Location: Brussels, Belgium

Conditions: Fixed-term contract (one year, renewable), 32 hours/week, monthly salary range 2.611 € – 2.703 € plus meal vouchers and travel allowance.

Peace Brigades International (PBI) protects and supports human rights and environmental defenders to advocate and secure change for their communities and our planet. Our unique model combines 45 years of locally rooted presence across multiple regions, with access to an extensive international network, delivering vital support. We believe that lasting transformation for (climate) justice cannot come from the outside but must be based on the capacity and strategies of the defenders. Our model is based on holistic protection in order to amplify and sustain the impact of their work. We contribute to a strong civil society infrastructure by accompanying their struggles, building and sharing the tools, tactics and networks necessary to prevent threats, reduce risk, and influence decision-makers.

This position will be based in PBI's International Office in Brussels, and reports to the senior management.

Key responsibilities

- Act as the focal point for the organisations impact monitoring
- Enhance PBI's impact and monitoring systems and strategies, including the revision of the Theory of Change, programme indicators, and organisational KPIs
- Craft engaging narratives and concepts that effectively showcase our work, drawing on thorough research (may include oversight of external consultancies) and other insights
- Assess current reporting formats and identify opportunities for consolidation to enhance efficiency
- Deliver high-quality reports to private philanthropy with a strong sense of responsibility
- Oversee and provide guidance to our data manager
- Support other MEL related activities as needed, especially serving as a focal point for our communications and development department

Qualifications and Attributes

- Commitment to our core values and mandate
- Passionate about working at and understanding the intersection of human rights, environmental sustainability, climate justice, and activism
- University degree in relevant subject or equivalent work experience
- Experience in narrative impact conceptualisation, along with monitoring and reporting processes, preferably with a focus on philanthropy
- Strong affinity and experience in both qualitative and quantitative approaches, particularly in the context of programmatic and organisational performance monitoring and reporting
- Excellent oral and written communication skills in English and proficiency in Spanish



Peace Brigades International

- Appreciates diversity and thrives in a global, multilingual team environment
- Proactive and self-motivated, with a positive and can-do attitude
- Creative and innovative mindset, along with self-assurance

Our offer

Warm and highly motivated international team | Flexible working hours and mobile working | Pro-rata 20 legal days holidays + 8 extra legal days | meal vouchers and transportation allowance | Menstrual leave | Further learning opportunities | horizontal organisational culture | 13th salary and possibility of additional annual payments according to Belgian collective bargaining

Join us!

We encourage highly motivated individuals from all backgrounds to apply, even if they do not meet all the specified criteria. Our commitment to diversity and inclusion is paramount, and we welcome applications from people of any gender identity, ethnic background, nationality, social background, religion, age, and those with physical or mental conditions or any other individual characteristics.

We are looking forward receiving your application (Motivational letter and CV) **by February 8th**, and are assessing applications on a rolling basis. The selection process will include a virtual interview, and may include a short exercise. Please note that only shortlisted candidates will be contacted.