



Peace Brigades International
Village Partenaire
15 Rue Fernand Bernier
1060 Saint-Gilles, Belgium

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People and Culture Manager

Location: The position is based in Brussels, where the International Office is located. Remote work negotiable.

Conditions: Fixed-term contract (one year, renewable), four days a week (32 hours/week), monthly gross salary range between 2.663 € – 2.812 € plus benefits package of the International Office and Belgium legislation (including lunch vouchers and monthly travel allowance)

Starting date: September 2026, or as soon as possible.

Application deadline: 31st July

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.

Purpose of the role

To manage and strengthen the area of human resources in PBI.

Position in the organisation

The People and Culture Manager will report to senior management at the International Office in Brussels, and work closely with PBI teams and offices in other locations.

Key responsibilities

Act as the main focal point for the organization's people's management, around the following areas:

Organizational Culture & Values

People experience, care and wellbeing

Cultivate a culture of psychological safety, inclusion, care, and sustainable work conditions.

- Foster psychological safety and trust across the organisation
- Embed organizational values in day-to-day culture
- Advocate for inclusive, equitable, and supportive workplace practices
- Monitor and respond to culture and wellbeing concerns

Peace Brigades International - Promoting non-violence and protecting human rights since 1981

Incorporated in the State of Washington, USA, 1982. Belgian Enterprise No. 884.150.149

Best Practice & Organizational Capacity Development

Organizational learning and HR capability

Foster continuous improvement through best practice sharing and capacity building

- Promote the sharing of best practices and lessons learned
- Build HR capacity through training and peer-learning initiatives
- Act as focal point on HR best practice implementation

HR Policy, Administration & Systems

Operational HR infrastructure

Ensure effective HR operations, policies, and systems across the organization

- Create, adapt, implement and oversee HR policies
- Provide technical support to teams
- Support HR processes of teams (ToRs, recruitments, evaluations and others)
- Promote and manage HR systems and tools
- Systematize HR procedures and processes
- Day-to-day HR administration at the International Office

Qualifications and Attributes

- Commitment to our core values and mandate
- Passionate about working at and understanding the dynamics between mission driven organizations and a professional setting
- University degree in relevant subject or equivalent work experience
- Experience in directly managing staff and/or supporting management on the oversight of staff and teams on a professional context
- Excellent oral and written communication skills in English and proficiency in Spanish
- Appreciates diversity and thrives in a global, multilingual team environment
- Proactive and self-motivated, with a positive and can-do attitude
- Good set of soft skills and focus on relationships mindset

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 | 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 to receiving your application (Motivational letter and CV) on recruitment@peacebrigades.org by July 31st. The selection process will include a virtual interview and may include a short exercise. Please note that only shortlisted candidates will be contacted.