



## Apprenticeship Announcement

The Center for Conservation Peacebuilding (CPeace)—a 501c3 nonprofit peacebuilding organization working globally in the wildlife conservation sector—transforms social conflict to create lasting solutions for people and wildlife. In order to fulfill our global mission and meet the demand for CPeace’s capacity-building and conflict intervention services, the organization is offering a unique apprenticeship program designed to build upon an individual’s relevant experience and abilities. The successful apprentice will become an integral, full-time member of CPeace’s mission and team, helping to meet the needs of stakeholders worldwide. CPeace is committed to significant, long-term investment in the apprentice’s development in exchange for work of the highest caliber. The apprentice must be based in the Washington D.C. area for the duration of the apprenticeship at least (in order to work closely with CPeace’s Executive Director) and should expect the position to entail 25-30% travel.

### Why an Apprenticeship?

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Around the world, social conflicts related to conservation issues are serious obstacles to both wildlife conservation efforts and diverse communities’ way of life. To address such conflicts, the Center for Conservation Peacebuilding pioneered the application of Conservation Conflict Transformation (CCT) theory, skills, processes, and strategies. This specialized approach demands extremely high-quality work and must be learned and expanded continually over time. An apprenticeship allows the successful candidate the opportunity to apply his/her previous skills and experience, while gradually learning the components of CCT and the multiple disciplines and practices that inform it.

The apprentice will undertake a rewarding journey of first learning the ins and outs of CCT, then guiding others as they apply CCT in their work. This will require a significant commitment to the organization of time, energy, and travel, while allowing for tremendous professional growth and development. If you’re up for this exciting, one-of-a-kind opportunity, please see below for the application process!

### Role and Responsibilities

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The successful apprentice will hold a critical role in the growth and development of the Center for Conservation Peacebuilding and the mission of the organization. S/he will participate in a minimum of 3 capacity-building workshops facilitated by CPeace’s Executive Director before then beginning to lead components of future workshops. Ultimately, the goal of the apprenticeship is for this staff member to be able to lead CPeace’s capacity-building workshops at the conclusion of the apprenticeship and—with additional learning, practice, and mastery—eventually facilitate CPeace conflict interventions around complex conservation issues.

During the apprenticeship, in addition to being mentored by the Executive Director, the apprentice will be asked to work on a variety of tasks supporting CPeace’s organizational needs. Additional duties will likely include assistance with research into current developments in related disciplines (e.g. behavioral economics, social psychology, etc.); monitoring and evaluation; public speaking; design and facilitation

of continuing education offerings; and support of the CCT community of practice. As a small team, we all wear many hats and pitch in as needed, no matter how small or large the task!

## Timeframe

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**Application Deadline:** 27 July 2018

**Apprenticeship Duration:** approximately 18 months

**Anticipated Start Date:** Early 2019

The overall hiring process is anticipated to take 6 months. The first phase of recruitment and selection will begin in June 2018 and will conclude with applications due 27 July 2018. The further assessment and selection phase (of final candidates) will take place in October and November 2018. Final candidates will go through a 4-5 day experiential immersion in Washington D.C. toward the end of 2018. An apprentice will be selected after the immersion. The apprenticeship will begin in early 2019.

While we anticipate this apprenticeship will last for approximately 18 months, for perspective, CPeace's Executive Director undertook a 4-year apprenticeship when developing CCT (after working in the field for 10 years). Accordingly, CPeace believes this process will necessitate a long-term commitment from both the apprentice and CPeace; CPeace will invest heavily in the apprentice, with the expectation that s/he will be with the organization long-term (a minimum of 5 years).

## Application Procedure

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Applicants are asked to submit an initial application package consisting of:

- 🌀 **Résumé** detailing the applicant's relevant skills, experience, and education
- 🌀 **Cover letter** explaining the applicant's interest in the apprenticeship, suitability for the position, and how the apprenticeship fits within his/her career plans
- 🌀 **Video** – Applicants are asked to upload a video of themselves responding to this prompt: *Tell us a story illustrating what makes you a good candidate for the apprenticeship and/or exemplifying your qualities that are relevant to work as a Third Party Neutral.* Videos must be 5 minutes or less and uploaded to <https://wettransfer.com/>; the video can be emailed to [hello@cpeace.ngo](mailto:hello@cpeace.ngo) via this service.

Incomplete applications will not be considered. Applications may be submitted to CPeace's Administrative Manager at [hello@cpeace.ngo](mailto:hello@cpeace.ngo). After the second applicant assessment phase, final candidates should expect to undergo a 4-5 day immersion with the Executive Director in Washington D.C. toward the end of 2018. (Expenses will be covered during the immersion for finalists.)

## Compensation and Benefits

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The apprentice is a paid, full-time employee with a salary and benefits commensurate with experience and relative to the significant responsibility of the position. Following successful completion of the apprenticeship, the apprentice will be promoted to a permanent position, at which time s/he will begin leading capacity-building workshops and eventually conflict interventions. This employee then will be eligible for bonuses at different anniversary milestones, as well as other organizational benefits.

## Further Questions?

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For more information on CPeace's services, mission, or Conservation Conflict Transformation, please visit <http://cpeace.ngo>. If you have additional questions regarding the CPeace apprenticeship, please email [hello@cpeace.ngo](mailto:hello@cpeace.ngo).