

- canada • colombia • greece • iraqi kurdistan
- palestine • united states

community peacemaker teams

building partnerships to transform
violence and oppression

CPT POSITION OPEN PROGRAM DIRECTOR

Community Peacemaker Teams (CPT) seeks a full-time **PROGRAM DIRECTOR** who collaborates with CPT's Executive Director to fulfill the [mission](#) of CPT. The Program Director (PD) works closely with and supervises the Program Support Coordinators (PSCs) to empower frontline team members carrying out the mission of CPT on the ground in program sites around the world. Responsibilities include tending to the overall health and effective functioning of CPT programs; ensuring that personnel and program policies and practices align with CPT values; designing and implementing capacity-building programs for members; and facilitating undoing oppressions learning and practices. The position may require some international travel.

Candidates should demonstrate strong organizational management skills; excellent people skills; commitment to grow in the journey of undoing oppressions; and ability to work independently and collaboratively as part of a dispersed team across continents. Nonprofit experience with a focus on grassroots social change preferred; prior CPT training is a plus; English fluency required (Spanish, Arabic, Greek, and/or Kurdish a plus).

TEAM: Administrative Team

REPORTS TO: Executive Director

TERMS: Full time (40 hours/week); flexible hours to work with colleagues in multiple time zones across the globe

COMPENSATION: CPT workers receive a living wage calculated for their specific location and household status.

BENEFITS: 100% employer-paid health, dental and vision coverage; four weeks annual vacation

LOCATION: Remote from anywhere with reliable internet service

START DATE: Negotiable; July 1, 2026 preferred

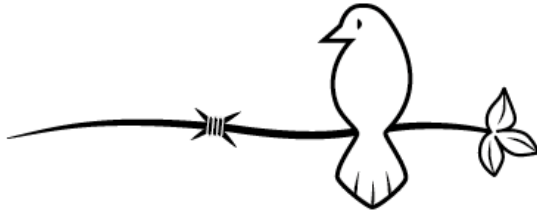
TO APPLY: please submit electronically, in English, the following to [hiring-PD@cpt.org](mailto: hiring-PD@cpt.org)

- Cover letter stating motivation/reasons for interest in this position
- Résumé/CV
- A list of three references with e-mail and daytime telephone numbers including time zone

APPLICATIONS ACCEPTED: 25 May – 15 June 2026. See full position description below.

CPT is an international, spiritually-based, non-profit organization that builds partnerships to transform violence and oppression. We seek individuals who are capable, responsible and rooted in spirituality/faith to work for peace as members of teams trained in the disciplines of nonviolence. We are committed to building an organization that reflects the rich diversity of the human family in ability, age, class, ethnicity, gender identity, language, national origin, race and sexual orientation.

- Mailing Address: PO Box 6508; Chicago, Illinois 60680, USA
- Tel: +1-773-376-0550 • email: [peacemakers@cpt.org](mailto: peacemakers@cpt.org) • web site: [www.cpt.org](http: // www.cpt.org)



- canada • colombia • greece • iraqi kurdistan
- palestine • united states

community peacemaker teams

building partnerships to transform
violence and oppression

POSITION DESCRIPTION

Program Director

POSITION SUMMARY

The Program Director (PD) nurtures and resources a collaborative, liberatory CPT culture, focusing on internal organizational health, and the care and well-being of CPT members. The PD works closely with and supervises the Program Support Coordinators (PSCs) to empower frontline team members carrying out the mission of CPT on the ground in program sites around the world. Responsibilities include tending to the overall health and effective functioning of CPT programs; ensuring that personnel and program policies and practices align with CPT values; designing and implementing capacity-building programs for members; and facilitating undoing oppressions learning and practices.

ACCOUNTABILITY

The Program Director reports to the Executive Director; the PD relates to the CPT Steering Committee (governing board) primarily through the Program Subcommittee.

PEACEMAKER CORPS QUALIFICATIONS

Successful candidate must participate in a month-long training program to become a member of CPT's Peacemaker Corps.

- Strong commitment to CPT's mission, vision, and values
- Commitment to the practice of active nonviolent peacemaking as part of a team in settings of intense conflict and oppression
- Grounding in a spirituality/faith
- Demonstrated commitment to and interest in human rights and social justice
- Experience in and commitment to dismantling racism, sexism, heterosexism, settler colonialism, and other oppressions; awareness of ways that oppressions intersect; sensitivity to dynamics of privilege and oppression in different cultural settings
- Understanding of and willingness to participate in decisionmaking by consensus, while nurturing a culture of communication and consultation

RESPONSIBILITIES

- **Strategy and Impact of Programs**
 - Oversee current programs and support of members with attention to teams' strategic planning and partner needs, strategic directions, program budgets, sustainability, personnel processes and care.
 - Promote cross-collaboration of programs to support strategic cooperation and mutual learning toward an effective global peacemaking presence.
 - Coordinate the evaluation of program impact and effectiveness and connect field teams with external resources to support their work.
 - Coordinate ongoing processes (discussions, trainings, practices) that foster and ensure alignment of program work with CPT's mission, vision, values and commitment to undoing oppressions.
- **Care and Capacity Building**
 - Oversee and strengthen a comprehensive plan for psychosocial and spiritual care that centers the well-being of CPT members.
 - Oversee development and implementation of personnel and program policies, in collaboration with PSC's and Personnel Coordinator.
 - Ensure policies, guidelines, and practices align with CPT values to support and resource CPT members.

- Ensure members receive ongoing training on policies, procedures and protocols.
- Strengthen and expand a comprehensive capacity building/training plan for current members and CPT candidates.
- Seek out and share resources and partnerships that enhance program work and build organizational capacity.
- **Internal CPT Culture**
 - Collaborate with the Executive Director to nurture and sustain systems that support staff wellbeing and attend to the spiritual identity of the organization.
 - Provide supervision and support for Program Support Coordinators and Personnel Coordinator, and meet regularly with Canada/TISN Coordinator regarding program work.
 - Coordinate with and support the Program Subcommittee of the Steering Committee in their governance role; ensure fluid communication regarding program updates and needs.

QUALIFICATIONS

- Education: Secondary school or equivalent required; University degree preferred
- Must be over age 21
- Must be able to travel internationally

PREFERRED EXPERIENCE

- Experience managing projects and personnel, including supervising staff and/or leading a team; commitment to collaborative leadership
- Experience with strategic planning processes; ability to organize and prioritize in contexts of competing demands
- Demonstrated interpersonal and cross-cultural skills; ability to listen and share with sensitivity, tact, humor and humility
- Communication skills including writing, public speaking, and maintaining relationships with people in many locations, using ever-changing communication technology
- Facilitation skills to lead and participate in decision-making through consensus
- Working with people from diverse backgrounds, identities, and life experience
- Awareness of self-care needs and ability to set boundaries in a demanding work environment

COMPETENCIES

- Written and verbal fluency in English required; cultural and linguistic fluency in CPT Program locations a plus (Spanish, Arabic, Greek, and/or Kurdish)
- Proficiency using Zoom, word processing, email, social media
- Able to recognize and maintain confidentiality
- Able to establish and maintain relationships across a diverse context
- Able to work independently and collaboratively as part of a dispersed team across continents
- Strong organizational and management skills

WORKING CONDITIONS

This is a full-time position with the expectation of 40 hours per week average. The normal working hours of CPT are flexible but demanding. Evening and weekend work may be needed. An urgent situation anywhere in CPT may demand the attention of the PD at any time. Working with members across time zones from GMT-9 (PT) to GMT+5:30 (India) may not fit into a 9:00am-5:00pm work day schedule. **This position is remote from anywhere in the world with reliable internet.** Some international travel to program sites is required.

Affirmed by CPT Steering Committee - April 29, 2026

- Mailing Address: PO Box 6508; Chicago, Illinois 60680, USA
- Tel: +1-773-376-0550 ● email: peacemakers@cpt.org ● website: www.cpt.org