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community peacemaker teams

building partnerships to transform
violence and oppression

POSITION OPEN

FIELD TEAM MEMBER: IRAQI KURDISTAN PROGRAM

Community Peacemaker Teams (CPT) is accepting expressions of interest for one **70%-time** Field Team position in Iraqi Kurdistan. All members of CPT are eligible to apply. Non-CPT members may apply as [Interns](#).

TEAM: Iraqi Kurdistan

REPORTS TO: Interim Program Support Coordinator (PSC) – Rûnbîr Serkepkanî runbir@cpt.org

TERMS: 70% time (9 months/year), stipended, three-year term

COMPENSATION: \$600USD/month for 9 months plus room and board in CPT housing.

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

LOCATION: Sulaimani, Iraqi Kurdistan

START DATE: negotiable; November 1, 2024 preferred

TO APPLY: please send an email to Interim PSC Rûnbîr Serkepkanî runbir@cpt.org with a short résumé of your experience with CPT and a letter of motivation explaining your interest in this particular team and what skills you would bring to this team. Interns, please submit [internship application](#).

Application Review: October 8-25, 2024.

POSITION PURPOSE

This position supports CPT's efforts to amplify the voices of our partners and the team's engagement in accompaniment and advocacy work in solidarity with our partners in Iraqi Kurdistan.

The position is based in the city of Sulaimani, Iraqi Kurdistan and involves working as part of a small team in a shared work environment to carry out aspects of the program's mission. These include: 1) protective and solidarity accompaniment of civil society activists, organizations and members of minority groups struggling for human rights, and of rural communities affected by Turkish and Iranian cross-border bombardments and military operations; 2) building networks, coalitions, and relationships to amplify partners' voices and needs; 3) engaging in advocacy, outreach and communication efforts with an emphasis on highlighting the work of the team's partners through writing articles, reports, social media posts, public speaking, meetings with authorities, etc. 4) leading international delegations; 5) performing administrative and collaborative tasks to help the team run effectively.

QUALIFICATIONS AND EXPECTATIONS

Nonviolence and Undoing Oppressions:

- Commitment to a nonviolent lifestyle and ability to engage and live in a diverse multi-ethnic/cultural and multi-faith intentional community
- Ability to develop, carry out and participate in public actions
- Culturally-sensitive attitude to the practices of the communities that CPT lives among, engages with and visits, i.e. food, customs, traditions, spiritual practices, work, forms of entertainment, perspectives on conflict, handling difficult situations, etc.
- Demonstrated commitment to the work of undoing oppression on micro and macro levels (sexism, racism, classism, heterosexism, neo-colonialism and others)
 - Commitment to on-going undoing oppression education within and outside the team
 - Acknowledgement of one's places of privilege, dynamics of oppression and the intersections that result from them
 - Commitment to be held and hold others accountable for personal behaviors and attitudes in relation to one's privileges, and to become an active ally of people and communities impacted by oppression
- Understanding of and willing to learn about Iraqi Kurdistan's history, people, political context, armed insurgencies and social movements working for peace, justice and human rights
- Commitment to share about CPT's work and educate others about the Iraqi Kurdistan program at all levels: local, national and international
- Engagement in advocacy for those with whom the Iraqi Kurdistan Team partners
- Ability to discern how to act and respond creatively and nonviolently with armed groups when there is a risk of violence against the people we are accompanying.

Teamwork and Leadership:

- Work as a member of a team in accomplishing the organization's mandate, vision and mission
- Work as a member of a team to develop, follow and implement the team's strategic plans, goals and objectives
- Take initiative and work independently within of the framework of the program's structure, goals and objectives, and support/collaborate with the initiatives of teammates
- Assume facilitation and leadership roles and support enhancement of teammates' leadership skills
- Build and maintain meaningful relationships with program partners

Mental and Physical Preparedness:

- Uphold CPT and Iraqi Kurdistan Program's policies, Standing Operating Procedures, guidelines and practices in all areas of office and field work
- Participate in meetings with team members, partners and cohesive network allies
- Participate in and facilitate team debriefings. CPT-IK provides resources and training on facilitating meetings and debriefings.
- Ability to engage in long, strenuous, multi-day trips to remote areas and mountain regions
- Availability to work extended hours and weekends as needed (with compensatory time off)
- Availability and commitment to participate actively and continuously in various social spaces (communities, partners, work colleagues, meetings, neighbors)
- Ability to complete tasks efficiently and assume different initiatives and aspects of work
- Develop a sustainable self-care plan and a Circle of Support (located outside of the team) for personal mental and physical well-being. CPT connects its workers with self-care resources, spiritual support and mental health professionals.

Self-assessment:

- Actively participate in regular performance reviews; ability to openly receive constructive feedback from teammates and provide thoughtful, authentic feedback to teammates
- Ability to self-assess work performance and establish self-care patterns for pastoral, psychological, community, and physical well-being

- Ability to discern when to leave the team if there are physical and mental limitations that prevent full participation in team activities

Technology and Office:

- Commitment to abide by CPT-Iraqi Kurdistan program policies, Standard Operating Procedures, guidelines and practices in relation to office work and communications
- Competency with:
 - emailing, writing and editing documents and spreadsheets, downloading and saving files (documents, images, music, and videos), printing, using Google Docs
 - social media platforms, Zoom, Skype, Signal and other online communication platforms
 - using equipment (laptops, mobile phones, digital cameras, printers)
- Experience with video and photo editing software desirable, or willing to learn
- Capable of or willing to enhance skills to write and edit articles, reports, reflections, social media posts, image descriptions, etc.
- Willing to learn new skills and technologies

Community Living:

- Commitment and ability to share equally in household work such as cleaning, cooking and housekeeping, recognizing and challenging gender roles stereotypes
- Participate and engage in daily gatherings, team meetings and other CPT-Iraqi Kurdistan community practices
- Commitment and ability to make consensus decisions and follow the team's agenda
- Commitment and ability to use conflict transformation skills at personal and group levels
- Ability to self-assess involvement in community life within sustainable self-care practices
- Ability to enjoy life, laugh, smile and cry with other people

Language:

- English fluency required
- Willingness to learn and develop Sorani Kurdish language skills to basic communication level with fluency desired. Full-time CPTers are eligible for up to three months of intensive language study.
- Knowledge of Arabic and Kurmanji a plus

Time Availability

- Full-time CPTers commit to a three-year term, serving 10 months per year on team and one month per year off team engaging in program-related work (advocacy, fund/friend raising, etc.) with one month per year of vacation
- Part-time stipended CPTers serve according to the percentage of their time commitment
- Reservists support the work of the program for one to three months a year of service on team, or in various capacities from their home communities