

Career Guide for Master of Peace and Conflict Studies (MPACS) Students

Conrad Grebel University College

University of Waterloo

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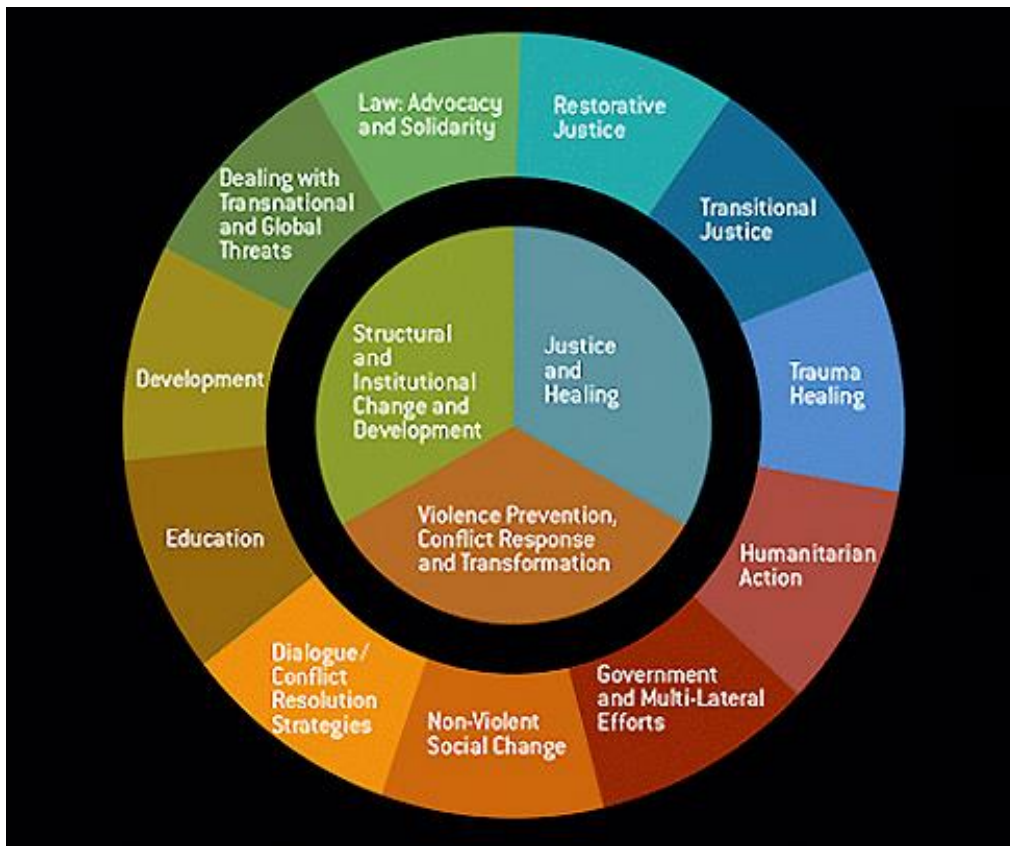
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POTENTIAL CAREER PATHS

Graduates of Peace and Conflict Studies programs pursue a wide variety of careers in non-governmental and governmental organizations, universities and schools, business, and international institutions. While the MPACS program is particularly geared towards preparing students to work for peace from within the civil society sphere, graduates pursue careers in fields ranging from conflict management, mediation and restorative justice to international development, human rights work, research and policy analysis, to name just a few.

The following diagram, developed by John Paul Lederach and Kathryn Mansfield at the Kroc Institute for International Peace Studies visually represents a variety of 'peacebuilding pathways' that graduates of PACS programs may take in their careers, while depicting how these pathways fit together to collectively promote peacebuilding activities. The inner circle highlights the three major areas of peacebuilding: efforts to prevent, respond to and transform violence; efforts to promote structural and institutional change; and efforts to promote justice and healing. The outer circle illustrates a variety of sub-fields of practice, and potential career paths within each of these fields.



Graphic by John Paul Lederach and Katie Mansfield. © 2010 Kroc Institute for International Peace Studies.

Career Paths of Grebel MPACS Alumni

Alumni of the PACS Graduate program at Conrad Grebel have gone on to work in positions in law, international development, social work, environment, education and many others. Others have gone on to pursue PhDs. Some positions of recent alumni include:

International Development

- Development Assistant, United Nations Association of Canada

Law

- Case Officer, Metro Immigration Office
- Director of Legal Affairs, Canadian Council of Christian Churches

Business

- Lead, Social and Service Business, Velocity
- Senior Project Manager, Mennonite Economic Development Agency

Community Development, Not For Profits

- Neighbourhood Strategy Engagement Associate
- Refugee Sponsorship Associate
- Founder, Behavioural Skills Company
- Manager, Community Action Program for Children

PhD Candidates

- PACS, University of Manitoba
- Global Governance, Balsillie School of International Affairs
- Juris Doctor, Singapore Management University
- Governance and Policy Analysis, University of Canberra

Education

- Undergraduate Academic and Administrative Officer, University of Waterloo
- Field Studies/Internship Coordinator, Conrad Grebel University College

Research and Policy Analysis

- Integrity Services Investigator

Other

- Construction Site Manager

USEFUL PROFESSIONAL DEVELOPMENT RESOURCES

The University of Waterloo's **Centre for Career Action** website has many links to **online tools and resources** to assist in both professional development and job-searching. One of these resources is a **career development e-manual**, an interactive tool to help students develop their career paths.

<https://uwaterloo.ca/career-action/>

<https://careerhub.uwaterloo.ca/>

Canadian Careers provides career exploration tools, as well as information on marketing yourself and finding work.

<http://www.canadiancareers.com/>

Charity Village includes a variety of resources for job-seekers in the not-for-profit industry in Canada. Users can create a free account, search for jobs, save searches, sign up for automatic email updates, and make use of a variety of other job-seeking tools.

<http://www.canadiancareers.com/>

LinkedIn is an online professional networking site. Members create profiles, upload information similar to what may appear on a resume, and can network with both individuals and organizations. Many LinkedIn groups also post job opportunities. Some groups that may be of interest to MPACS students include:

- ADR, Conflict Resolution and Mediation Exchange
- Conflict transformation, peacebuilding and security
- Global and International World Peace Network
- International Conflict Resolution Networks Portal
- Peace and Collaborative Development Network
- Peace and Human Rights
- Restorative Justice—volunteers & practitioners

<https://www.linkedin.com/>

Idealist Careers provides links to free books, online chats and other career guidance.

<http://idealistcareers.org/>

The BIG Guide to Living and Working Overseas is a massive international career guide with thousands of career-building resources. You can log-in to the resources available on their online-site using a **UW ID**.

<http://myworldabroad.com/>

The **Peace and Collaborative Development Network** is a free professional networking site for members from around the world to foster dialogue and sharing of resources in

international development, conflict resolution, gender mainstreaming, human rights, and social entrepreneurship. It offers an extensive set of **Resource Guides** to jobs, internships, academic programs, funding, scholarships, networks, and research in conflict resolution and related fields.

<https://pcdnetwork.org/>

JobHuntersBible.com is the official website for the well-known book *What Color is Your Parachute? A Practical Manual for Job-Hunters and Career-Changers*. The site offers many resources that focus on job-hunting and career advice.

<http://www.jobhuntersbible.com/>

LOCAL JOB SEARCH RESOURCES AND ORGANIZATIONS

This section contains brief descriptions and links to further information about a range of organizations and coalitions working in a variety of peace, justice and community development-related field in the Kitchener-Waterloo area, as well as information on useful databases that contain job postings for a variety of organizations.

Centre for International Governance Innovation (CIGI) is a non-partisan think tank that conducts research and policy analysis on a variety of issues related to international governance. **Employment and volunteer opportunities** are posted online.

<https://www.cigionline.org/>

<https://www.cigionline.org/careers>

Community Justice Initiatives (CJI) is a non-profit organization based in Kitchener known worldwide for implementing the first restorative justice program. CJI provides mediation services, support services for people healing from sexual trauma, family-centred programs, as well as programs to assist women serving in federal prisons transition to life in the community. **Employment opportunities** are listed online when available.

<https://cjiwr.com/>

House of Friendship is a social service agency that annually services of 42,000 people in Kitchener-Waterloo living on a low income. Programming areas include Addiction Services, Community Services, Family Services and Residential Services. **Job opportunities** are regularly posted online.

<https://www.houseoffriendship.org/>

Focus For Ethnic Women (FEW) provides a variety of services, including employment counseling, skills training, and leadership workshops for minority women living in the K-W Region. Their website contains **career and resource links**. Job postings for jobs at FEW are periodically posted on their website.

<http://www.few.on.ca/>

<http://www.few.on.ca/careersandresourcelinks/>

Free the Children is a Toronto-based organization focused on empowering young people to make a difference. They provide a number of entry-level positions and internships, including a residential work option, based in Toronto. **Employment and internship opportunities** are posted online.

<https://www.we.org/>

<https://www.we.org/about-we-charity/careers/>

Kitchener-Waterloo Multicultural Centre provides a variety of services to immigrants, including settlement, employment and language services. This group also organizes the annual K-W Multicultural Festival. Jobs are posted online when they are available.

<https://www.kwmc.on.ca/>

Lutherwood provides a range of services related to mental health, employment, housing and family support at various locations in the Waterloo Region. Their **employment counseling services** are free and open to the public. **Career opportunities** at Lutherwood are posted online.

<https://www.lutherwood.ca/>

<https://www.lutherwood.ca/employment/>

Mennonite Central Committee Ontario: The Ontario-branch of MCC Canada is based in Kitchener. Recruitment for international placements for applicants from Ontario is done through the Kitchener office. MCC also runs a number of local programs including work with aboriginal communities, creation care, refugee resettlement, restorative justice, anti-poverty and peace. **MCCO** positions, and **international employment and volunteer positions** are posted online.

<https://mcccanada.ca/>

<https://mcc.org/get-involved/serve>

Mennonite Coalition for Refugee Support works with refugee claimants in the Waterloo Region. Job opportunities are periodically posted online.

<https://www.mcrs.ca/>

Carizon Family and Community Service (formerly **Mosaic Counselling and Family Services**) provides individual and family counseling services, as well as community services to children and adults, including mental health, children and youth development, domestic violence prevention, and services for new Canadians. Mosaic also hosts the Pathways to Education program, a tutoring and support program for high school students in low-income areas. Employment opportunities are periodically posted online.

<http://www.carizon.ca/>

Project Ploughshares is a Waterloo-based NGO that works with government, churches

and civil society in Canada and abroad to advance policies and actions to prevent violence and build peace. **Employment and internship opportunities** are posted online.
<http://ploughshares.ca/>
<http://ploughshares.ca/about-us/employment-internships/>

Reception House of Waterloo Region works with Government Assisted Refugees (GARs) who are resettled to Waterloo Region. Reception House provides temporary housing at their David St. location, and assists refugees as they transition to life in Canada. Approximately 280 refugees, and 100 secondary migrants are served each year. Employment opportunities are periodically posted online.
<http://receptionhouse.ca/>

REEP Green Solutions (Residential Energy Efficiency Project) is an environmental, non-profit agency that works to empower community members towards healthier homes and sustainable living.
<https://reepgreen.ca/>

ROOF (Reaching Our Outdoor Friends) provides support to youth (ages 12-25) in Kitchener-Waterloo who are experiencing or are at risk of homelessness. Employment opportunities are periodically posted online.
<http://oneroof.org/>

Settlement.Org, a website maintained by the Ontario Council of Agencies Serving Immigrants (OCASI), includes an employment section that provides employment advice for newcomers to Canada, as well as listing various jobs related to refugee resettlement, immigrant services, social work and community development at various agencies across Ontario.
<http://settlement.org/ontario/employment/>

United Way (Kitchener Waterloo & Area) is a charitable organization that provides a variety of services and funding opportunities for a wide range of not-for-profit organizations. **Career opportunities** are posted online as they are available.
<http://www.uwaykw.org/>

Volunteer Action Centre is a registered charity that works to build community capacity for volunteerism. Their website includes a **job board** where local not-for-profits post job openings.
<http://www.volunteerkw.ca/index.php>
<http://www.volunteerkw.ca/index.php?MenuItemID=247>

The Working Centre is a non-profit, community-based and volunteer inspired organization based in downtown Kitchener that seeks to give individuals and groups access to tools and opportunities to be involved in community building products in K-W. The Working Centre has a wide range of activities and services, including a **job search**

resource centre, a soup kitchen, a café, housing support resources and a community tools project. Their website includes **job postings** for a variety of jobs around K-W. Those interested in employment at The Working Centre should contact someone by phone or e-mail for further information about upcoming possibilities.

<https://www.theworkingcentre.org/>

<https://www.theworkingcentre.org/job-search-resource-centre/84>

<https://www.theworkingcentre.org/jobs>

YMCAs of Cambridge and Kitchener-Waterloo offer a variety of services to individuals families and immigrants/newcomers in Waterloo Region. **Employment opportunities** are posted online.

<http://www.ymcacambridgekw.ca/en/index.asp>

CANADIAN AND INTERNATIONAL ORGANIZATIONS AND RESOURCES

This section provides information on various national and international organizations working in peacebuilding, justice and development related fields, as well as links to useful job-search databases. Organizations are listed alphabetically by sector.

Academic

Academic Careers Online posts a variety of jobs in the higher education sector in Canada, including research, teaching, librarian and other positions.

<http://www.academiccareers-canada.com/>

The **International Studies Association** lists academic positions in fields related to peace and conflict studies.

<http://www.isanet.org/>

University Affairs maintains a large database on academic jobs in Canada, in all fields.

<http://www.universityaffairs.ca/search-job/>

Conflict Transformation, Peacebuilding, Mediation and Restorative Justice

ADR Hub posts a variety of jobs in alternative dispute resolution, largely based in the United States.

<http://www.adrhub.com/>

Alliance for Peacebuilding has a comprehensive listing of job openings related to peacebuilding. A fee is charged to access their job listings.

<http://www.allianceforpeacebuilding.org/>

Association for Conflict Resolution maintains a job board or a variety of positions in the

conflict resolution field. Most positions are based in the United States.

http://careers.acrnet.org/home/index.cfm?site_id=9002

The **Center for Peacemaking and Conflict Studies** at Fresno Pacific University maintains a list of **jobs in mediation, peacebuilding and restorative justice**, as well as in other related fields.

<https://www.fresno.edu/>

ConflictJobs is an online job board run by the Alliance for Conflict Transformation. The forum is available to paid subscribers, and is a leading source for jobs in conflict and overseas development.

<http://www.conflictransformation.org/>

CRInfo lists some individual job openings and links to useful career resources. Click on "Jobs and Careers."

<http://www.crinfo.org/>

Peace and Justice Studies Association, is a nonprofit organization of academics, teachers and activists working in peace, conflict and justice related fields. Their website includes a **job board**.

<http://www.crinfo.org/>

Peace and Collaborative Development Network maintains a **job board** for positions in a variety of peace and development related sectors.

<https://pcdnetwork.org/>

SIPRI, the Stockholm International Peace Research Institute, lists employment and internships opportunities especially in arms control and disarmament.

<https://www.sipri.org/about/vacancies>

UN Jobs advertises a wide range of UN-employment opportunities, including positions in **peacebuilding**

<http://unjobs.org/>

<https://unjobs.org/themes/peacebuilding>

Environmental Protection

GreenPeace is an international campaigning organization that uses non-violent, creative confrontation to expose global environmental problems. **Canadian-based job openings**, as well as **international opportunities** are posted on their website.

<http://www.greenpeace.org/international/en/>

<http://www.greenpeace.org/canada/en/About-us/Employment/>

<http://www.greenpeace.org/international/en/about/jobs/>

Rainforest Action Network (RAN) works to protect the Earth's rainforests, as well as the rights of their inhabitants, through education, grassroots organizing, and non-violent action. **Employment opportunities** are periodically posted on their website.

<https://www.ran.org/>

<https://www.ran.org/jobs>

Sierra Club of Canada seek to develop a diverse, well-trained grassroots network committed to protecting the integrity of global ecosystems. There are periodic employment opportunities with both **Sierra Club Canada** and the **international chapter**, including student summer positions. The **Sierra Club Youth Coalition** also has periodic postings.

<http://www.sierraclub.ca/>

<http://www.sierraclub.org/careers>

<http://www.syc-cjs.org/work-syc/>

Human Rights

Amnesty International works to combat human rights abuses worldwide. **Job postings** are periodically listed on their website.

<https://www.amnesty.org/en/>

Human Rights Jobs lists job and internship opportunities related to human rights throughout the world.

<http://www.humanrightsjobs.com/>

Human Rights Resource Center lists jobs and internships/fellowship opportunities as well as training for global and domestic human rights work.

<http://www.hrusa.org/default.shtm>

Human Rights Internet lists current job and internship opportunities related to human rights throughout the world.

<http://hri.ca/>

Human Rights Watch is dedicated to protecting human rights of people around the world. **Job opportunities** are posted online.

<https://www.hrw.org/>

OneWorld Jobs lists job opportunities around the world in human rights, social justice, environment and peace.

<http://oneworld.org/jobs>

International Affairs, Public Policy and Analysis

Council of Canadians lobbies MPs, conducts research, and runs national campaigns on a variety of issues related to social and justice, democracy, and the environment. **Jobs** are posted on their website.

<http://canadians.org/>

Canadian Centre for Policy Alternatives is an independent, non-partisan research institute concerned with issues of social and economic justice. This institute has officers in a number of provinces across the country.

<https://www.policyalternatives.ca/>

Department of Foreign Affairs, Trade and International Development recruits people for careers as federal public servants through jobs.gc.ca. DFATD is the Department that was created when CIDA was merged into DFAIT.

<http://www.international.gc.ca/international/index.aspx?lang=eng>

<https://www.canada.ca/en/public-service-commission/jobs/services/public-service-jobs.html>

North-South Institute is a Canadian policy institute specializing in international development issues. **Employment opportunities** are posted online when available.

<http://www.nsi-ins.ca/>

<http://www.nsi-ins.ca/about/employment-opportunities/>

International Development and Humanitarian Aid

ActionAid is one of the UK's largest development agencies, and works with poor and marginalized people across the globe to eradicate poverty and the inequity that causes it. **Job opportunities** are posted online.

<http://www.actionaid.org/>

<http://www.actionaid.org/jobs>

Alberta Council for Global Cooperation (ACGC) is an umbrella organization representing various organizations in Alberta that work in international development. Their website includes a **database** of job postings, internships, and other opportunities for students.

<http://acgc.ca/>

Atlantic Council for International Development (ACID) is an umbrella organization representing various organizations in Atlantic Canada that work in international development. Their website includes **job postings, internship and volunteer opportunities**.

<http://www.acic-caci.org/>

<http://www.acic-caci.org/get-involved/>

British Columbia Council for International Cooperation (BCCIC) is a coalition of individuals and NGOs focused on sustainable human development. Their website includes [job postings](#), as well as information on internships and scholarships.
<http://bccic.ca/>

CARE is a large relief and development organization that operates worldwide. Their website includes [employment, internship and fellowship opportunities](#).
<http://www.care.org/>

Canada World Youth offers a variety of internship opportunities with a focus on empowering youth to work in community development.
<http://canadaworldyouth.org/about/jobs/>

Canadian Centre for International Studies and Cooperation (CECI) works on development projects worldwide, and frequently posts [jobs](#) in a variety of locations. In conjunction with World University Service of Canada (WUSC), CECI also organizes a variety of volunteer and internship opportunities.
<http://www.ceci.ca/en/>
http://agora.ceci.ca/postesVacantsCECIEUMC_en.html

Canadian Executive Service Organization (CESO) hosts one of the biggest resource banks of Canadian professional and technical expertise. CESO sends experts registered in its database to a variety of developing countries to assist individuals, businesses, communities, and non-government agencies in carrying out projects related to social and economic development, governance, and environmental sustainability.
<https://www.ceso-saco.com/?lang=en-CA>

Catholic Relief Services is the relief and development agency of the global Catholic church, and works on relief and development projects worldwide. Their website offers a [list of employment opportunities](#) searchable by location and department.
<http://www.crs.org/>
<http://www.crs.org/>

Chemonics International, Inc. is a Washington DC based development organization. Their website lists jobs in a variety of international development sectors based in Washington DC as well as in international locations. Their website also includes information for entry-level professionals.
<http://www.chemonics.com/OurJobs/JoinOurTeam/Pages/default.aspx>

Concern Worldwide focuses on supporting sustainable livelihoods and creating just and peaceful societies. Their website lists [job openings](#).
<https://www.concern.net/>
<https://www.concern.net/jobs-and-volunteering-opportunities>

CUSO International is a merger of Canadian University Services Overseas and Voluntary Services Overseas. CUSO works on a variety of poverty reduction programs, include projects focused on secure livelihoods and natural resource management; education; participation and governance; HIV and AIDS; disability and health. CUSO International's volunteers collaborate with local partner groups on projects in Latin America, the Caribbean, Africa and Asia.

<http://www.cusointernational.org/>

Directory of Development Organizations provides information on development organizations by region.

<http://www.devdir.org/>

Development and Peace: a Canadian Catholic Organization for development and peace that supports partners in the developing world in the pursuit of alternatives to unjust social, political and economic structures, and educates Canadians on issues related to injustice. **Job openings** are posted on their website.

<http://www.devp.org/en>

<http://www.devp.org/en/jobs/jobopenings>

DevNetJobs posts international development jobs and consultancies, including opportunities in international NGOs, UN, funding, bilateral and multilateral agencies, foundations, non-profits, charities, consultancies, and government institutions. DevNetJobs provides a free email service that includes job postings. For a fee you can upgrade to view more job postings and receive more detailed email updates.

<http://www.devnetjobs.org/>

Engineers Without Borders has both short- and long-term opportunities in international development for individuals in a range of fields.

<https://www.ewb.ca/en/>

Eldis, maintained by the Institute of Development Studies at the University of Sussex (England) lists opportunities with organizations focused on economic development.

<http://www.eldis.org/news/jobs.htm#.WMwFB8d1rIU>

InterAction, an umbrella organization for international humanitarian and development organizations, lists jobs for more than 160 members. InterAction also publishes *Monday Developments*, a bimonthly newsletter containing many job ads.

<https://www.interaction.org/>

International Youth Internship Program, previously a program of CIDA (now DFATD) is a program for Canadian graduates ages 19-30 that aims to launch graduates into careers in international development.

<http://www.international.gc.ca/development-developpement/partners-partenaires/iyip-psij/index.aspx?lang=eng>

Manitoba Council for International Cooperation (MCIC) is an umbrella organization for development organizations operating from Manitoba. Their website posts a range of employment, volunteer, and training opportunities.

<http://mcic.ca/>

<http://mcic.ca/opportunities/>

Mennonite Central Committee is the relief, development and peace organization of the Mennonite church in North America. **International employment and volunteer positions** are posted online.

<https://mcccanada.ca/>

<https://mcc.org/get-involved/serve>

Ontario Council for International Cooperation (OCIC) is an umbrella organization representing various organizations in Ontario that work in international development. Their website posts a wide range of **employment and internship opportunities** at various levels.

<http://www.ocic.on.ca/>

<http://www.ocic.on.ca/opportunities>

Oxfam International is an international group of independent organizations dedicated to fighting poverty and related injustice. **Employment and volunteer opportunities** are posted online. **Oxfam-Quebec** also posts a variety of international overseas development jobs.

<https://www.oxfam.ca/>

<https://www.oxfam.ca/get-involved/work-with-oxfam>

ReliefWeb, which is published by the United Nations Office for the Coordination of Humanitarian Affairs, has an extensive list of current humanitarian vacancies around the world.

<http://reliefweb.int/jobs>

Saskatchewan Council for International Cooperation (SCIC) is an umbrella organization for Saskatchewan-based development organizations. **Employment opportunities** are posted online.

<http://earthbeat.sk.ca/>

World University Service of Canada (WUSC) has a range of **job and internship opportunities** focused on a variety of development projects, based in Canada and abroad.

<http://www.wusc.ca/>

<http://www.wusc.ca/en/work-wusc>

Journalism

AlertNet provides global news, communications and logistics services to the international disaster relief community and the public.

<http://www.trust.org/?show=alertnethumanitarian>

Sojourners is a Christian ministry that publishes a bi-monthly magazine that reflects justice and peace perspectives on various public policy and social issues. **Job openings** are posted online.

<https://sojo.net/>

Nonprofit and Nongovernmental Organizations

AIESEC is the world's largest student-run organization, which focuses on providing a platform for youth leadership development, and for young people to gain international experience through **international internships**.

<http://aiesec.ca/>

Charity Village provides information and job postings for careers in the not-for-profit sector in Canada.

<http://charityvillage.com/>

Idealist.org, provides an extensive list of internships and job opportunities in the non-profit sector around the world.

<http://www.idealists.org/>

JobsAbroad is an extensive database that lists employment opportunities in various regions. It was created to link prospective travellers/overseas employment seekers with international employment opportunities.

<http://www.idealists.org/>

NGO Global Network lists links to nongovernment organizations that work with the United Nations.

<http://www.ngo.org/index2.htm>

United Nations and Related Organizations

The **International Criminal Court** posts **job openings** online.

<https://www.icc-cpi.int/>

<https://www.icc-cpi.int/jobs>

United Nations Jobs lists UN job opportunities throughout the world in a variety of fields in which the UN works, ranging from peacekeeping to research and analysis, to program management, and many other opportunities.

<https://unjobs.org/>

United Nations Development Program Jobs provides information on positions in civil society, governance, and related areas.

<http://www.undp.org/content/undp/en/home/operations/jobs/work-for-world-development.html>

UN Headquarters Internships lists internship opportunities in New York City.

<https://careers.un.org/lbw/home.aspx?viewtype=ip>

The **UN Program on Youth** lists internship programs offered by UN Agencies around the world.

<https://careers.un.org/lbw/home.aspx?viewtype=ip>

UN Volunteers (UNV) helps to link organizations with potential volunteers, and also posts volunteer opportunities within the UN-system. UNV periodically posts employment opportunities. Becoming involved with UNV can be one way “in” to the UN system.

<https://www.unv.org/>