

bicc - Bonn International Centre for Conflict Studies is an independent international research institute dedicated to research and policy advice on the conditions, dynamics and consequences of violent conflicts to contribute to a more peaceful world. bicc was founded in 1994 with the support of the German state of North Rhine-Westphalia and is a member of the Johannes-Rau-Research Community.



We are looking at the earliest possible date, for an

**Advisor (f/m/d) for
Small Arms Control & Weapons and Ammunition Management (WAM)**
Full-time / Fixed-term until 31 March 2028 / Remuneration Group 13 TV-L

bicc is supporting African regional and national bodies in their endeavors to control small arms and light weapons and improve WAM. The project team has been working closely with regional and national counterparts to implement technical, policy and strategic activities and initiatives to counter the effects of the uncontrolled circulation of weapons, ammunition and explosives in particular in countering the diversion of weapons and ammunition, and enhancing stockpile security and management. bicc is looking to for an Advisor to support its continued work in building regional, national and local capacities in the field of Weapons and Ammunition Management, with a particular focus on the control of Small Arms, Light Weapons and Ammunition.

Your Responsibilities:

- Conceptualise, plan and implement measures foreseen in the project to strengthen Weapons & Ammunition Management (WAM) in collaboration with our national and regional partner organisations in African states, as well as their security forces.
- Develop and conduct workshops and trainings on Weapons & Ammunition Management, for example, for an international group of participants at the leadership level or for operational/ technical staff (e.g., on identification, marking, and tracing) in cooperation with technical partners.
- Contribute to the conceptual and content development and delivery of project activities led by other team members.
- Contribute to the development of new products, activities and ideas.

Your Profile:

- You hold a master's degree in a relevant social science discipline (e.g., International Relations, Political Science, Law, or equivalent), ideally with a focus on conflict and peace research, arms control, or disarmament.
- You have at least five years of proven experience working on projects in the fields of small arms control or WAM. You can travel internationally, particularly to African countries.
- You possess in-depth expertise in one or more areas of managing aspects or the entire lifecycle of (small) arms and ammunition (from production to destruction/disposal), including relevant national, regional, and international regulations.
- You demonstrate diplomatic skills, a confident demeanor, and strong intercultural sensitivity. You communicate fluently in English, both written and spoken.
- You have previous experience in organising and conducting workshops, trainings or similar formats (content-wise and/or logistically).

- You enjoy working in a dynamic environment and drive projects forward independently, with a solution-oriented approach and a high degree of personal responsibility.
- Teamwork, organisational skills, and a strong interest in knowledge transfer complete your profile.

We find it an asset if you bring:

- Experience in collaborating with state or regional actors in multicultural settings, preferably in Africa, and with military or security actors.
- Knowledge of international financing instruments in the field of small arms control.
- Specialised technical training, such as Explosive Ordnance Disposal (EOD), or other WAM fields, or experience in monitoring & evaluation or gender mainstreaming.
- Knowledge of French and/or Portuguese and/or German.

We Offer:

- A meaningful role in an internationally active peace and conflict research institute based in Bonn.
- A professionally challenging and diverse field of activity with a high degree of creative freedom and space for your own ideas.
- An inter- and transdisciplinary work environment, as well as a collegial, trust-based, and open work atmosphere.
- Support for balancing family and career through flexible working hours and the option of mobile working.
- Remuneration based on the collective agreement for the public sector (TV-L NRW) at pay grade 13, as well as the option of a company pension scheme (VBLU).

The position is to be filled as soon as possible, initially on a fixed-term basis until March 31, 2028. The place of work is Bonn.

bicc strives for gender equality and diversity; therefore, we welcome applications from all backgrounds. bicc welcomes applications from people with disabilities.

Please send your detailed application, including all relevant documents (cover letter, CV, qualifications, references, etc.), by **26 April 2026** exclusively by email to Ms. Julia Jagalski (application@bicc.de), who is also available as a contact person.

If you have obtained a foreign university degree, please include an extract from the Anabin database as proof of recognition of your degree by the Central Office for Foreign Education (ZAB) of the Standing Conference of the Ministers of Education and Cultural Affairs (KMK) with your application documents.

Please combine your documents into a single PDF file (max. 5 MB) and reference **04_26**.

For information on data protection in the selection process, please visit the following webpage: [Data Protection Statement](#)

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