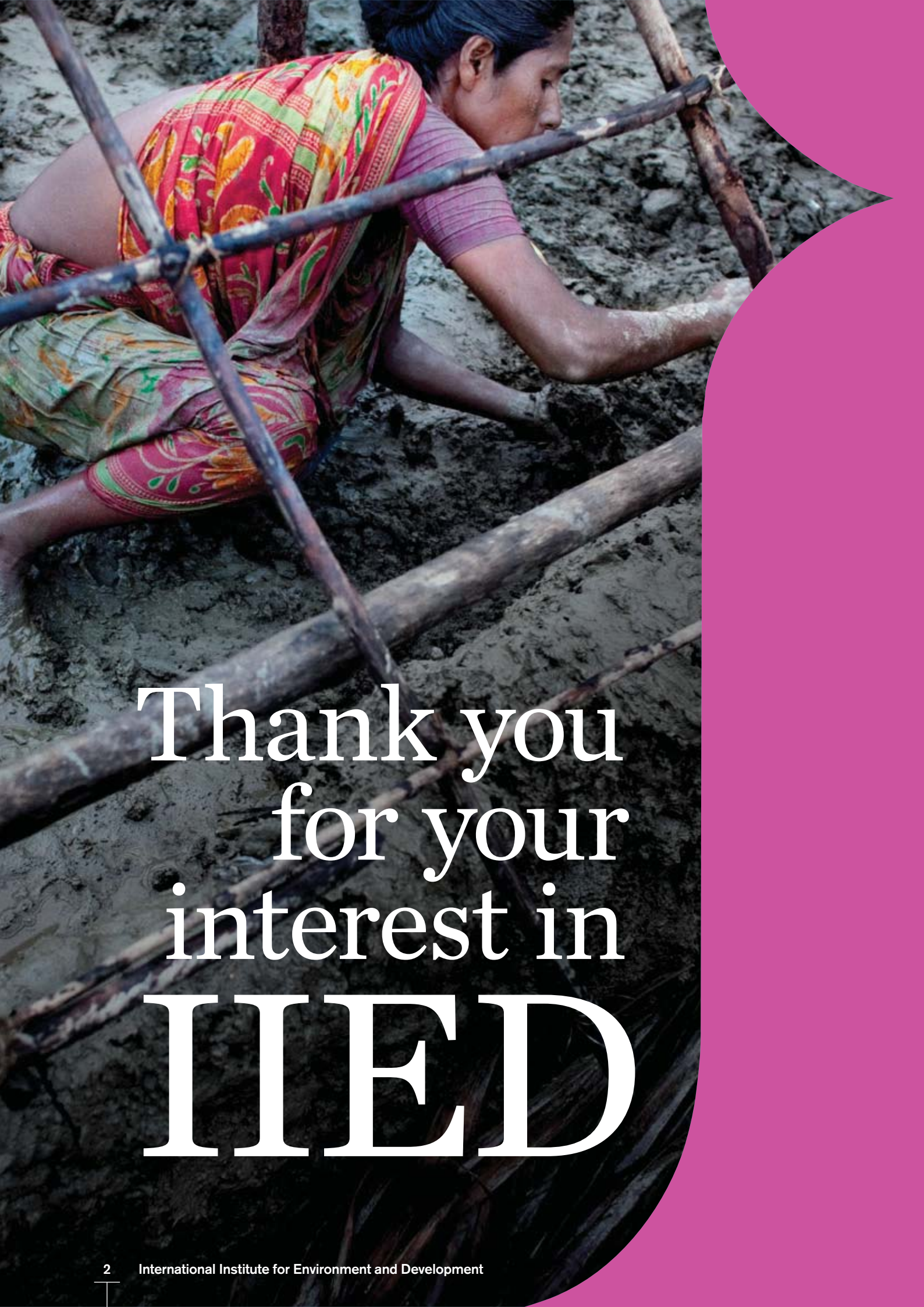




Appointment of Senior Researcher

December 2016





Thank you
for your
interest in
IIED

Dear candidate,

There is no doubt that across the world communities are facing many complex environmental, social and economic challenges. Barbara Ward, IIED's founder envisaged a world where 'the care and maintenance of a small planet' was fully integrated into development policy and practice at every level. IIED is one of a handful of organisations focusing on this challenging, demanding and stimulating work and we look for staff that can rise to this challenge, advance our mission and contribute well to the task ahead of us.

We believe we are well placed to make progress. Our premises at Gray's Inn Road in London have allowed us to develop a contemporary space for a more collaborative way of working. Our internal systems, policies and processes have transparency, accountability and equity embedded within them to allow us to work efficiently and effectively. And we have refreshed our identity to reinforce and support the fundamental principle held close to our hearts of working in partnership with people and organisations to influence change.

IIED's strategy for 2014–19 is called 'Engaging for Change'. In collaboration with partners we will drive a research agenda in our principal work areas: climate change, natural resources, human settlements and sustainable markets and contribute to advancing development understanding, local action and policy change – whether through promoting social justice in cities, fair access to the benefits of dams in West Africa, effective support for community adaptation to climate impacts, sustainable management of ocean resources for poor fisher communities, or strengthened local rights and voices around natural resource investments. In these and many other areas we will continue to work to make a difference.

IIED is a dynamic organisation. It has many friends at community level, at global policy level, at national government level and in many vibrant networks. There is a welcoming and diverse environment in both our London and Edinburgh offices and our Board of Trustees reflects this international perspective and ambition.

The Sustainable Development Goals set a hugely ambitious challenge to the global community and bring about a new understanding of development action that is universal in scope, putting sustainability at the heart of the economic development agenda and committing to include the poorest and most vulnerable in the benefits.

IIED aims to pick up the challenges of matching local action for equity and inclusion with global action across the full range of our research work. If you are excited by what we do and think you can contribute to our success then we look forward to hearing from you.

Yours,



Dr Andrew Norton
Director, IIED



Natural resources

Human settlements

Climate change

Sustainable markets

How to apply

To apply, please submit a completed application and equal opportunities form (from the jobs page of the IIED website) detailing how you meet the requirements of the post.

Send to us via one of the following:

- **Email to hr@iied.org, quoting the position name that you are applying for in the subject line**
- **Send to the Human Resources department, 80-86 Gray's Inn Road, London, WC1X 8NH**
- **Fax to +44 (0)20 3514 9055**

CVs will not be accepted – all relevant information must be included in the application form.

Deadline for applications: 12pm, Monday 6 February 2017.

Interviews will be held on Tuesday 28 February 2017.



About IIED

Our mission is to build a fairer, more sustainable world, using evidence, action and influence in partnership with others.

Who we are



IIED is a policy and action research organisation. We promote sustainable development to improve livelihoods and protect the environments on which these livelihoods are built. We specialise in linking local priorities to global challenges. IIED is based in London and works in Africa, Asia, Latin America, the Middle East and the Pacific, with some of the world's most vulnerable people. We work with them to strengthen their voice in the decision-making arenas that affect them – from village councils to international conventions. We build bridges between policy and practice, rich and poor communities, the government and private sector, and across diverse interest groups. We contribute to many international policy processes and frameworks, including the Intergovernmental Panel on Climate Change, the Millennium Ecosystem Assessment and the UN conventions on climate change and biological diversity.

What we do



IIED carries out research, advice and advocacy work. We carry out action research – generating robust evidence and know-how that is informed by a practical perspective acquired through hands-on research with grassroots partners – and we publish in journals and maintain high research standards. We advise government, business and development agencies, and we argue for changes in public policy. We focus on bottom-up solutions, stay open to flexible, adaptable solutions and are marked by a tradition of challenging conventional wisdom through original thinking. Our broad theory of change is based on Knowledge, Actors, Spaces and we see our role in convening and managing critical opportunities for dialogue and learning to influence change.



Who we work with



Partnerships are key to the way we work at IIED. By forging alliances with individuals and organisations ranging from urban slum dwellers to global institutions, we help strengthen marginalised people's voices in decision making and ensure that national and international policy better reflects the agendas of poorer communities and countries. Some of our partners are people working in other non-government organisations, governments, academia, indigenous people's groups, global institutes and multilateral agencies such as the UN. Others are alliances that we either steer or work very closely with, often at the grassroots level in developing countries. We also play an active role in international networks, such as the International Union for Conservation of Nature (IUCN).

Our founder and history



IIED has just celebrated its 40th birthday and has an impressive track record of engagement over the years. Our founder, Barbara Ward, was a pioneering economist, writer, lecturer and early champion of sustainable development. She was one of the first people to articulate the concept of sustainable development and what was needed to underpin it, and her vision still inspires IIED's work today. Environmental campaigners know her for her book "Only One Earth: The Care and Maintenance of a Small Planet". In this book, published in 1972, she writes of the need "clearly to define what should be done to maintain the earth as a place suitable for human life not only now, but also for future generations". This is generally considered the first and best definition of the concept of sustainable development. In 1971, Ward founded IIED as a policy research organisation that works in partnership with organisations across Africa, Asia and Latin America to promote sustainable development.

IIED believes in collaboration, impact and fairness



Our current five year strategy

IIED will build on our landmark work with partners on four interlinked research themes:



Climate change

Working in collaboration with partner organisations and individuals in developing countries our climate change group has been leading the field on adaptation to climate change issues.

Natural resources

The aim of the natural resources group is to build partnerships, capacity and wise decision-making for fair and sustainable use of natural resources. Our priority in pursuing this purpose is on local control and management of natural resources and other ecosystems.



Human settlements

The human settlements group works to reduce poverty and improve health and housing conditions in the urban centres of Latin America, Asia and Africa. It seeks to combine this with promoting good governance and more ecologically sustainable patterns of urban development.

Sustainable markets

The sustainable markets group drives our efforts to ensure that markets contribute to positive social, environmental and economic outcomes.

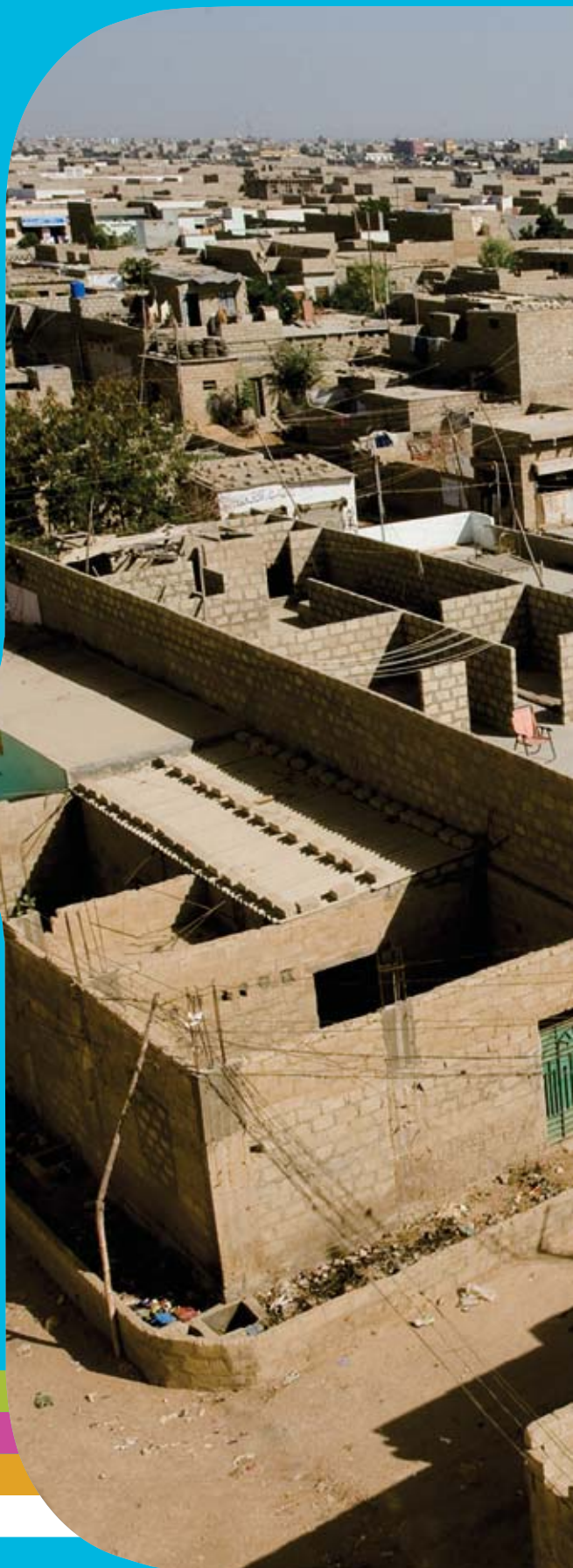


We will also focus on four areas that provide key opportunities to influence change:

- **Inclusive transitions to climate resilience and green economy**
- **International engagement for a sustainable planet**
- **Rights plus action**
- **Food consumption, urbanisation and rural transformations.**

In the 2014-19 strategy, we hold fast to our central theory of change – that solutions must come from the bottom up, grounded in local context, local evidence and owned and driven by local people – but that local action can and must shape the global policy too.

IIED believes strongly in the power of effective and creative communications to help influence change and has worked hard over the last ten years to integrate strategic communications thinking and expertise in the institute and within our project work.



2014–15 highlights



Bringing the SDGs to life

In 2015 IIED commissioned an animation to capture the universal ambition set out in the Sustainable Development Goals by presenting the lives and hopes of five characters around the world. It calls on citizens everywhere to speak out and hold global leaders to account: to recognise our responsibilities and demand the future we want.



Money matters

Over the last year, IIED has drawn on its extensive work with partners in many low- and middle-income countries to explore the limitations of traditional top-down aid flows, and present an alternative 'decentralised' model in which finance is channelled directly to funds that poor communities can access and influence.



A conservation and development duet

How can you convince the public of the importance of integrating conservation and development? The music video 'Imagine Bwindi' celebrates the beautiful and richly varied wildlife of Uganda's Bwindi Impenetrable National Park and raises awareness about the relationship between the Park and the surrounding Batwa communities.



Learning from indigenous experts

IIED supported the ability of indigenous peoples to deal with climate change by organising farmer-to-farmer exchanges, undertaking advocacy and developing tools to safeguard the knowledge and biological resources of indigenous peoples. We produced biocultural heritage territories photofilm, and our work helped to produce the Bhutan Declaration on Climate Change and Mountain Indigenous Peoples.

For more stories from this year see our annual report at www.iied.org/annual-report



Powering low income communities

To achieve the goal of universal energy access we need financing solutions that promote small-scale, decentralised energy provision. This year IIED hosted three international events to debate public and private finance for energy services. Together with partners, we set up the Alliance of Civil Society Organisations for Clean Energy Access (ACCESS) to advocate for people living in poverty to have access to reliable and affordable energy.



Alternative thinking for safer sanitation

Less than half of sub-Saharan Africa's urban population can access 'improved' sanitation such as sewered systems, a figure which hasn't changed in more than 20 years. This year, in partnership with Shack/Slum Dwellers International, we supported the SHARE city-wide project to help communities in Malawi, Tanzania, Zambia and Zimbabwe develop solutions for safer sanitation.



A new North–South partnership

In 2015 IIED and the International Centre for Climate Change and Development in Bangladesh, formalised their 'strategic partnership'. Over the past year, researchers from IIED and ICCCAD have collaborated on themes including urban challenges, climate finance and governance to inform the world about climate change and development, and increase the capacity of those in the global South most affected by it.



New prospects for informal miners

IIED has begun an ambitious programme of work to encourage more responsible and inclusive mining. In 2015, we organised an international 'visioning' workshop for more than 40 artisanal and small-scale mining stakeholders — artisanal miners, small and large mining companies, governments, civil society and donors — which agreed a need for policies that enshrine land, mineral and human rights.

Background to the Natural Resources Group

The Natural Resources Group aims to support and shape fairer, more sustainable governance of natural resources by generating the evidence and capacity needed to improve key policies, laws and institutional practices.

Our priority is on increasing investment in local control and management of natural resources and other ecosystems by working in partnership with networks and organisations in Africa, Asia and Latin America. Through research, dialogue and action, we raise awareness of the key role that small-scale producers and local people play in maintaining their resources, and help identify tools and tactics to strengthen their capacity.

The Natural Resources Group brings together IIED's work in six areas:

- **improving the use of legal tools to support fairer and more sustainable natural resource investments in low and middle-income countries**
- **building greater local control and resilience into agricultural and food systems**
- **supporting locally controlled forestry for improved livelihoods, justice and sustainability**
- **investigating and promoting the role of biodiversity as a fundamental building block of sustainable development**
- **ensuring water in West Africa is equitably allocated and governed**
- **improving Chinese aid, trade and investment in African natural resources with African and Chinese stakeholders**



The Natural Resources Group is made up of the following members of staff:

Leadership team

James Mayers, Group Director
Khanh Tran-Thanh, Group Manager
Nicole Walsh, Senior Coordinator
Christele Riou, Senior Coordinator

Legal tools team

Lorenzo Cotula, Principal Researcher – Team Leader
Emily Polack, Senior Researcher
Philippine Sutz, Senior Researcher
Vacancy, Senior Researcher
Lola Gimenez, Senior Coordinator
Nicole Walsh, Senior Coordinator
Marie Jaecky, Coordinator (sick leave)
Jérémy Davis, Coordinator

Agroecology team

Barbara Adolph, Principal Researcher – Team Leader
Krystyna Swiderska, Principal Researcher
Sam Barrett, Senior Researcher
Seth Cook, Senior Researcher
Beth Downe, Senior Coordinator

Forests team

James Mayers, Group Director
Isilda Nhantumbo, Principal Researcher – Team Leader
Duncan Macqueen, Principal Researcher
Anna Bolin, Researcher
Elaine Morrison, Senior coordinator
Geraldine Warren, Coordinator (maternity leave)
Elaine Harty, Coordinator (maternity cover)

Biodiversity team

Dilys Roe, Principal Researcher – Team Leader
Phil Franks, Senior Researcher
Francesca Booker, Researcher (maternity cover)
Alessandra Giuliani, Researcher (maternity leave)
Xioating Hou Jones, Researcher
Fiona Roberts, Senior Coordinator

Water infrastructure team

Jamie Skinner, Principal Researcher – Team Leader
Lola Gimenez, Senior Coordinator
Nicole Walsh, Senior Coordinator
Jérémy Davis, Coordinator

China in development team

Lila Buckley, Senior Researcher – Team Leader
Khanh Tran-Thanh, Group Manager
Seth Cook, Senior Researcher
Xiaoxue Weng, Researcher

Background to the role

Pressures on land and natural resources are increasing in many low and middle-income countries – including as a result of large-scale land deals for agribusiness investments (‘land grabbing’), and commercial activities for the extraction of surface and subsoil resources. As pressures increase, disadvantaged groups often lose out. Many laws are unfavourable to rural people, and progressive legislation is difficult to implement.

But in many parts of the world, citizens and civil society groups are pioneering new ways to use the law to secure local land rights, help people get a better deal, and promote public accountability. This includes, for example, collective land registration, support to community-investor negotiations, strategic use of public interest litigation, mobilisation of international human rights law, scrutiny of international treaties to promote foreign investment, and diverse approaches to help people claim their rights (e.g. legal literacy trainings, paralegal programmes, radio broadcasts, local deliberation tools).

Some governments are also stepping up efforts to get legal frameworks right and ensure they are duly implemented, for instance through introducing legislation that protects ‘customary’ land rights even if not formally registered, rethinking policies on investment treaties and contracts, and creating strategic partnerships for capacity support in these areas. There is also growing momentum for a ‘rights’ and ‘community empowerment’ agenda within parts of the private sector.

Over the years, IIED’s Legal Tools Team has explored new ways to use the law to strengthen local rights and voices where natural resource investments are increasing pressures on land and natural resources (www.iied.org/legal-tools). The Team’s work:

- Draws on a unique combination of law, participatory approaches and the social sciences to address in an integrated way the multiple legal arenas relevant to natural resource investments – from securing local land rights to interrogating international treaties;
- Combines high-impact policy research with action-oriented work at local to international levels;
- Involves close collaboration with inspiring partner organisations in Africa and Asia, and feeds into key national and international policy processes.

There is an exciting opportunity for a new senior researcher to join IIED’s Legal Tools Team and further develop its work. Over time, the postholder will bring new ideas and build new projects to advance the team’s work in innovative areas.

Job description

Job title: Senior Researcher

Job details

Group	Legal Tools Team, Natural Resources Group
Reports to	Team Leader – Legal Tools, Natural Resources Group
Purpose of job	To develop and manage action research programmes that will strengthen local rights and promote sustainable development in the governance of land and investment.
Main contacts	Internal: NRG colleagues; researchers in other Groups working on investment, rights and legal empowerment; Communications team and other members of IIED staff. External: Partners in low and middle-income countries, government agencies, donors, multilateral organisations, the media and consultants.
Contract type	Permanent
Hours	Full time (35 hours per week)
Location	Edinburgh or London
Grade and salary	Grade 3 £42,924 - £53,374 per annum depending on experience plus benefits

Context

IIED is a policy and action research organisation. We promote sustainable development to improve livelihoods and protect the environments on which these livelihoods are built. We specialise in linking local priorities to global challenges. IIED is based in London and works in Africa, Asia, Latin America, the Middle East and the Pacific, with some of the world's most vulnerable people. We work with them to strengthen their voice in the decision-making arenas that affect them — from village councils to international conventions.

The [Natural Resources Group](#) (NRG) seeks to promote sustainable governance of natural resources by building capacity and promoting informed decision-making in communities in Africa, Asia and Latin America. Our priority is on local control and management of natural resources and other ecosystem services and on the necessary changes needed in national and international government to make this happen. NRG has 6 teams - Forestry, Agroecology, Biodiversity, China in Development, Water Infrastructure, and Legal Tools – and the following staff:

Main responsibilities

1. Research and Intellectual Leadership (35%)

- Lead the design, implementation and monitoring of policy-oriented action-research on topics relevant to the team's work.
- Conduct collaborative research with colleagues and/or partner organisations in low and middle-income countries, and analyse and communicate findings to reach policy audiences.

2. Communications outreach and influence (25%)

- Represent the Legal Tools Team in external fora as required, and liaise with government, NGOs and the private sector.
- Develop and undertake capacity building, lesson sharing, policy support and advisory activities, and provide backstopping to the capacity-building work of partners.
- Organise and participate in workshops, webinars and action research events with government and research partners.
- Contribute to the publication of project findings through writing, co-writing and/or editing a broad range of outputs – including research reports, toolkits, journal articles, workshop reports, newsletters, policy briefing notes, blogs and webpages.
- Contribute to and directly undertake strategic communication activities within and outside the organisation.

3. Management and coordination (15%)

- Develop work plans and budgets, make decisions on allocation of project funds, monitor expenditure and make adjustments to work plans and budgets as necessary, in collaboration with the team's finance coordinator.
- Ensure donor requirements are met and report to donors in connection with all of the above.
- Develop and manage grantees and/or consultants in relation to delivery of project activities.

4. Business development and fundraising (20%)

- Develop strategies and plans for work under own responsibility and raise more than own salary, liaising with group and business development colleagues.
- Develop ideas and write full concepts and proposals to win funding for work under own responsibility.
- Seek inputs from other researchers and coordinate technical and intellectual contributions to finalise proposals.
- Build and maintain long-term relationships with existing and prospective donors and funders.
- Contribute to the wider fundraising strategy of the Legal Tools Team, including through supporting the preparation of team-level annual work plans and budgets.

5. Contributions to institutional life (5%)

- Support and participate in IIED leadership teams and forums as required.
- Provide intellectual leadership internally in own field and represent the institute in the discipline community externally.
- Participate in group, cross-cutting and institute activities and processes as required.
- Participate in organisation-wide projects, initiatives or working groups.
- Act as a coach or a mentor to peers and colleagues.
- Support the development of research agendas, plans and strategies across the institute.
- Build and facilitate internal contacts, networks and interactions, stimulate intellectual debates and participate in peer-reviews.

This job description defines the level of responsibility and areas of involvement of the post, the details of the duties may change over time and do not form part of the contract between IIED and the postholder.

Skills and experience

	Essential	Desirable
Qualifications	A post-graduate degree in a relevant discipline, preferably law, but also considering other disciplines (e.g. political economy, development studies or a relevant social science) if presenting a strong law orientation.	A PhD in a relevant discipline
Knowledge	Legal or socio-legal expertise applied in an international development	Specific expertise in participatory/empowerment

	context, especially in relation to the governance of land/natural resources and/or agribusiness/natural resource investments in low and middle-income countries.	approaches in a low and middle-income country context.
Experience	<p>Substantial professional experience with law in an international development context, demonstrating proven skills and high reputation in:</p> <ul style="list-style-type: none"> ▪ Legal, socio-legal and/or interdisciplinary research, and active promotion of research findings. ▪ Knowledge, and preferably direct experience, of working with international development actors such as grassroots groups, national NGOs, government institutions, international and multilateral agencies. ▪ Fundraising – a sustained track record in securing funding for different projects from a variety of donors. ▪ Policy advocacy, capacity support work, communicating with diverse audiences. ▪ Project, people and budget management. 	A substantial track record of written work including a spectrum of peer reviewed articles, research reports, policy briefs, tools or toolkits, blogs, products in other media formats such as film or radio.
		Experience of working with the private sector.
		Field experience with developing legal empowerment work in relation to natural resource investments in a low or middle-income country.
		Experience of building and sustaining international project teams, including from a distance.
Skills	<p>Excellent research and writing skills, ability to articulate and synthesise complex issues to non-specialist audiences, ability to write effectively in different styles and forms.</p> <p>Excellent management skills:</p> <ul style="list-style-type: none"> ▪ Projects: extensive project management experience. ▪ People: ability to coordinate, support, motivate, energise and develop individuals and teams. Commitment to mentoring and team working. 	

- Budgets: experience of large and complex budget management and reporting.
- M&E: experience of establishing M&E systems and effective quality control for complex work programmes and teams.

Excellent oral communication and interpersonal skills with the ability to inspire engagement among diverse partners, e.g. proven ability to deal with staff, collaborators and partners from a wide range of backgrounds and cultures and ability to communicate with and inspire both specialist and non-specialist audiences.

Fluency in English both written and oral and good working knowledge of French.

Fluency in French both written and oral.

Excellent personal organisational and time-management skills (working to deadlines and under pressure, prioritising workload, multi-tasking, the ability to be adaptable and flexible in a challenging environment).

Ability to work in innovative, self-motivated and organised ways, to think imaginatively in both research and policy contexts, and to collaborate with people from diverse background and cultures.

Willingness and ability to travel for up to four months each year, usually in one to three week visits, as appropriate to project commitments for collaborative work in Africa and Asia and to participate in international events.

Advanced IT skills (word processing, spreadsheets, presentation software, databases and communications).

Behavioural competencies


Competency	Description	Level required
Communicating with impact	Prepare and use a logical approach Calculate impacts of actions or words	2
Delivering excellence	Improve performance	2
Developing others	Provide practical support	2
Empathy	Recognise and understand emotions Consider reasons for behaviour	2
Flexible thinking	Adapt own thinking Understand complexities and tailor responses	2
Information seeking	Investigate and dig deeper	2
Initiative	Act rapidly Look ahead	2
Integrity and commitment	Act consistently with values Act consistently when difficult to do so	2
Leading others	Create the right team conditions	2
Understanding contexts	Understand formal and informal structures Understand climate and culture	2
Working collaboratively	Positive attitude towards collaboration Seek others' involvement	2

For more information, see IIED's Competency Framework at <http://pubs.iied.org/pdfs/G03635.pdf>

Benefits overview

Benefits for staff include:

- **Annual cost-of-living-awards and incremental increases on an annual basis on a competitive salary for the sector.**
- **Employer's contributions to IIED pension scheme equivalent to 7.5% of annual salary, with the option to join the scheme for employees.**
- **Employee protection scheme offering a flexible menu of benefits such as life insurance, spouse and partner life cover, critical illness and/or income protection cover.**
- **Interest-free season ticket loan.**
- **Cycle-to-work scheme offering tax savings on the cost of purchasing a bike for travel to/from work.**
- **Tax-free childcare voucher scheme.**
- **Employee assistance programme providing work, personal and well-being support through a confidential helpline and online resources.**

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- **Enhanced maternity, paternity and adoption policies for eligible employees after a qualifying period.**
 - **Enhanced sick pay entitlements.**
 - **A range of flexible working options for all employees after a qualifying period.**
 - **Support to learning and development through: in-depth induction; in-house annual training programme; individual training allowance; attractive study leave and sabbatical policies after a qualifying period; coaching and mentoring scheme.**
 - **Annual leave: 25 days annual leave per year increasing annually up to 30 days for full-time staff. The period between Christmas and New Year is additional paid holiday.**
 - **Support with relocation costs for staff joining IIED from outside London or Edinburgh.**

We also have a range of activities and social events to promote health and wellbeing, and enjoy a healthy and cohesive work environment.



IIED is a policy and action research organisation promoting sustainable development and linking local priorities to global challenges. We are based in London and work on five continents with some of the world's most vulnerable people to strengthen their voice in the decision-making arenas that affect them.

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