



Job title – Senior Researcher (Devolved Climate Finance and Community-driven Adaptation)

Job details

Group	Climate Change
Reports to	Principal Researcher – Team: Climate Resilience, Productivity and Equity in the Drylands
Purpose of job	To manage and further develop the existing programme of work on Devolved Climate Finance and community-driven adaptation in Africa. Internal: Climate Change Group and other IIED research groups such as Natural Resources Group
Main contacts	External: national county and district governments; international, national and local NGOs; university departments; the private sector; the media; donors and multilateral organisations
Contract type	Permanent
Hours	Full time
Location	Central London or Edinburgh
Grade	Grade 3 starting from £45,361 depending upon experience

Context

The International Institute for Environment and Development (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. With more than 100 members of staff working with associates and partners around the world, IIED has been at the forefront of policymaking in sustainable development for over 40 years.

The **Climate Change Group** of IIED, in conjunction with partners, seeks to secure an equitable deal for the poorest communities in developing countries who are exposed to increasingly severe and unpredictable weather events that can devastate communities, destroy livelihoods and exacerbate poverty. IIED emphasises capacity strengthening through collaborative research with individuals and organizations in the South.

Achieving an equitable climate change regime raises issues of power and hegemony, interaction of stakeholders, and processes of redistribution. Underpinning this is the belief that development policy and practice is a government-led process driven by economic and political considerations that tend to favour dominant groups. Knowledge is not enough to change policy or drive good practice—it must be integrated with, or linked to, power. Improving institutional frameworks and governance systems to support local adaptation therefore requires a two-pronged approach based on:

- Building the capacities of those who have less knowledge, power, or 'powerful knowledge' (e.g. dryland communities and their advocates) to articulate a vision of change based on their own priorities, in a language that can be understood by others, to challenge prevailing

paradigms and to participate more effectively in shaping the policies and practices that affect their livelihoods and adaptive capacity.

- Improving the knowledge and understanding of those that are 'in power' (e.g. national or sub-national government, MPs) of the rationale, dynamics and adaptive qualities of local livelihood systems, and build their capacities to use this 'improved' understanding to design policies and programmes that support adaptive planning.

The post holder will be primarily responsible for managing and taking forward the existing programme of work on Devolved Climate Finance (<https://www.iied.org/local-climate-finance-mechanism-helping-fund-community-prioritised-adaptation>), while contributing to the wider portfolio of policy-oriented action-research on adaptation and climate finance managed by the Climate Change Group in Africa and possibly Asia.

The DCF programme is piloting an innovative devolved climate finance and planning mechanism devised to channel global climate finance to vulnerable communities. Pilots are taking place and are now being taken to scale in arid and semi-arid regions of Kenya, mainland Tanzania, Mali and Senegal and with coastal communities in Zanzibar through an alliance of government institutions and NGOs. Building climate resilience requires more than money. It requires institutional reforms to planning and budgetary systems to redress power imbalances and bring greater social and financial accountability at all levels – between citizens and the State, national and sub-national governments and within communities. The work thus requires strong analysis and attention to governance frameworks and processes to promote inclusion, accountability and transparency in the delivery of effective climate action at the local level. Building climate resilience also requires investments that strengthen the dynamics of local livelihood systems and economies in response to ecological, social and economic change and opportunity. In the case of the current portfolio of work this is in relation to the drylands of Africa, but could expand to other areas.

With the full collaboration of in-country partners and the support of the Principal Researcher (Team Leader), the post holder will oversee the design, implementation and monitoring of action-research activities, including the recruitment and supervision of external consultant researchers as necessary. He/she will manage working relationships with existing DCF partners in Kenya, mainland Tanzania, Mali and Senegal and scale-out the DCF mechanism to new countries in Africa and possibly Asia, seeking and establishing new partnerships with national and sub-national governments, civil society, research institutions and the private sector. The work will include the development of innovative action-research methodologies and techniques for inclusive, transparent and accountable decision-making and the promotion of equitable and sustainable climate resilient development particularly, but not exclusively, in the drylands. The post holder will be responsible for the analysis and publication of research findings, the organisation and facilitation of international meetings, and writing and speaking for professional and general audiences. He/she will contribute to budget and financial management under the responsibility of the Senior Coordinator.

The post holder will be responsible for developing and submitting funding bids including fundraising their own salary and that of colleagues within their team with the support of the Team Leader and the Senior Coordinator, while providing for the financial and technical resources needed to deliver the work under their responsibility. He/she will also provide strategic inputs to fundraising at the Team, Group and Institute level.

The post holder will participate in IIED working groups and initiatives and support institute-wide collaboration as necessary.

Main responsibilities

1. Research and intellectual leadership 40%

- Take responsibility for the overall management of technical assistance to the on-going work on DCF with national and sub-national governments in Kenya, mainland Tanzania, Mali and Senegal, providing support as necessary to the DCF-related work in Zanzibar.¹
- Building on the on-going work in the four existing DCF-countries, scope-out and develop new in-country partnerships with relevant national and sub-national government institutions, national NGOs and research organisations for the introduction and delivery of DCF-related activities.
- Work with drylands team members and in-country partners (national and sub-national governments, NGOs) to develop the DCF Alliance as an effective global community of practice and advocate for the scale-out of the DCF mechanism.
- Manage the Teams' intellectual action-research on climate resilient development through DCF and oversee action-research and technical contributions from team members through to the production and dissemination of final outputs.
- Assist the Climate Change Group in developing action-research and capacity strengthening activities on topics related to climate change adaptation.
- Undertake individual research on selected topics relevant to sub-national government support for community-driven adaptation, and synthesise research material provided by partners, as needed.

2. Business development and fundraising 20%

- Develop strategies and plans for work under own responsibility and raise more than own salary, liaising with Team and Group members and colleagues from Business Development.
- Develop ideas and write full concepts and proposals to win funding for work under own responsibility.
- Seek inputs from other researchers and coordinate and manage their intellectual and technical contributions to finalise proposals.
- Provide support to the Senior Coordinator and finance colleagues as necessary to enable them to prepare budgets and other financial information to finalise proposals.
- Develop and maintain long-term relations with existing and prospective donors and other stakeholders, liaising closely with colleagues from Business Development and the Senior Coordinator.
- Contribute to business development and fundraising efforts of the CCG and the Institute as required.

3. Communications, outreach and influence 15%

- Participate in design and delivery of a communications and outreach strategy at Team and Group level.
- Set directions for communication plans for own work and manage their delivery.
- Actively disseminate key findings and messages through production of communication products tailored to target specific audiences and events (blogs, policy briefs, issue papers, PowerPoint presentations, etc.), and regular up-dating and development of relevant DCF web pages on the IIED website.
- Facilitate cross-country learning and communities of practice

¹ DCF-related work in Zanzibar is managed under the *Supporting public policy responses for climate resilient development outcomes* team within the Climate Change group.

- Support partners to develop communication and outreach strategies and plans, and provide support and advise on policy oriented advocacy as necessary.
- Participate in, organise and/or contribute to organising national and global meetings and events.
- Working with the Head of Media, respond to and actively engage the media to disseminate key findings from the DCF work and wider issues of climate resilience development.

4. Liaison and networking 10%

- Maintain existing and scope-out and develop strategic partnerships for own activities on DCF and broader areas of work relevant to climate resilience and adaptation.
- Build and sustain relationships with partners, donors and other stakeholders to foster collaboration, generate and share learning, mutually build capacity, influence agendas and debates, raise profile of the work and IIED more broadly, and attract new potential funding.
- Participate in and contribute to developing networks and networking processes relevant to the promotion of DCF and climate resilient development.
- Participate in international bodies and communities of practice, and liaise with academia, research organisations and other similar institutions for teaching and training purposes.

5. Management, coordination and institutional life 15%

- Line manage individual members of the Team as necessary and oversee the sound application of IIED human resource policies for their recruitment, performance management, development and retention, working closely with the Group Head, Team Leaders, Group Manager, the Team's Senior Coordinator and HR colleagues.
- Supervise the work of long-term consultants in Kenya and Tanzania, short-term consultants and other collaborators, and provide mentoring and coaching to colleagues and others as appropriate.
- Lead on the preparation of technical documents for donor reporting for own work and support the Team's Senior Coordinator in the preparation of all financial reporting as necessary.
- Use existing project management and M&E systems for own work within established institutional frameworks working closely with the Team's Senior Coordinator, and Group Head and Group Manager as necessary.
- Manage personal administrative and financial tasks related to own work within established institutional systems and processes.
- 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.
- 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.

Person specification

Skills and experience

	Essential	Desirable
Qualifications	A post-graduate degree in a social science or environmental discipline.	A PhD in a relevant discipline
Knowledge	<p>Excellent understanding of climate change public policy responses, climate finance and climate change in the LDCs within Africa</p> <p>Good understanding of the dynamics of dryland economies, societies and ecologies and their adaptation challenges and opportunities.</p> <p>Excellent understanding of the dynamics and issues arising through devolution and reforms to the relations between state and citizen.</p>	<p>Specific understanding with respect to East & West Africa</p> <p>Understanding of dynamics of economies, societies & ecology in other areas.</p>
	Knowledge and experience in monitoring and evaluation particularly as regards the challenges posed by climate change adaptation.	
Experience	<p>Around 10 years' experience of managing multi-country programmes or projects using Consortia as the management and decision-making framework.</p> <p>Demonstrated experience of successfully using a "problem driven" approach to frame action-research activities in support of strengthening institutions to deliver equitable outcomes, particularly in the drylands.</p> <p>Demonstrated experience of working with governments, particularly local government, on mainstreaming climate adaptation and finance into planning systems.</p>	<p>Experience in East and West Africa</p>
	Ability to build a strong network of contacts from government and non-state actors in current four countries.	Existing contacts from other countries in East and West Africa and possibly Asia.
	Experience of managing and delivering projects, field research, meetings, seminars / workshops at	Experience of facilitating cross-country learning and communities of practice

	Essential	Desirable
	distance – managing people and budgets	
	A successful track-record in fundraising and donor relations.	
	Demonstrated experience of line management and leading teams in a collegial, participatory manner.	
Skills	<p>Good communication skills:</p> <ul style="list-style-type: none"> ○ Fluency in English orally and in writing. ○ Proficiency in French orally and in writing. ○ Ability to write effectively for a range of different audiences <p>Organisational skills:</p> <ul style="list-style-type: none"> ○ Prioritise, organise, and manage time, tasks and workload. ○ Work independently and with limited supervision. ○ Respond quickly to complex and evolving problems. 	Ability to converse in Kiswahili
	Willingness and ability to travel for up to 4 months in the year, usually in 1 to 3-week visits, as appropriate to meet project commitments.	
	Ability to work in innovative, self-motivated and organized ways and able to collaborate with people from diverse background and cultures	
	Proficient IT skills (word processing, spreadsheets, presentation software, communications).	Advances skills (database management, modelling).

Behavioural competencies

Competency	Description	Level required
Communicating with impact	Calculate impacts of actions or words	2
Delivering excellence	Improves performance	2

Developing others	Builds awareness to encourage development	2
Empathy	Consider reasons for behaviour	2
Flexible thinking	Understand complexities and tailor responses	2
Information seeking	Digs deeper	2
Initiative	Looks ahead	2
Integrity and commitment	Acts on values when difficult to do so	2
Leading others	Builds and motivates	2
Understanding contexts	Understand climate and culture	2
Working collaboratively	Seeks others' involvement	2

For more information, see [IIED Competency Framework](#).