



*Linking local priorities and global challenges*

## Group director, Shaping Sustainable Markets

IIED is a policy and action research organisation working at the interface between environment and development action. We work on a global scale but with a strong orientation to supporting the poorest people, communities and countries to chart paths to sustainable development and prosperity.

This role is based in Shaping Sustainable Markets (SSM), one of the four research groups at IIED, which also hosts the Green Economy Coalition (GEC), an umbrella advocacy network (<https://www.greeneconomycoalition.org/>). SSM addresses issues which are essential to meet the SDG targets, especially those related to **inclusive markets and economic solutions, with a focus on the poor and marginalized**.

The successful candidate will lead an exciting agenda encompassing IIED's work in the field of Shaping Sustainable Markets. The SSM group aspires to work with our partners to provide global leadership in the following areas:

- Green economy and green transitions
- Natural capital and wealth accounting
- Sustainable development finance
- The informal sector and its role in inclusive economic transitions
- The blue economy, sustainable fisheries and protection of marine biodiversity and ecosystems
- Artisanal and small-scale mining, all-scale mining and economic linkages
- Access to sustainable energy services and productive uses of energy to drive rural economies

IIED has an institutional commitment to diversity and is implementing approaches to strengthen gender equality in both institutional and programmatic action.

The post involves a mix of institutional leadership and analytic/technical work. We are looking for a candidate who can provide outstanding human leadership, effective business management and act as a global thought leader in key elements of IIED's work. The post is part of our senior leadership group and an important element of the role is to work closely with colleagues including the leaders of the Climate Change, Human Settlements and Natural Resources groups to strengthen our impact through finding and supporting areas for joint action.

## Job details

Group	Shaping Sustainable Markets (SSM)
Reports to	Director, IIED
Responsible for	Principal Researchersx5, Group Manager
Purpose of job	<p>The SSM Director leads IIED's work on green transitions and sustainable markets, including the following key elements:</p> <ul style="list-style-type: none"> <li>• Leading the evolution of a dynamic relevant vision for the Group, and develop, lead and implement a programme of research and policy outreach with the Shaping Sustainable Markets Group.</li> <li>• Securing substantial funding for the Group in a manner that allows for strategic pursuit of the Group vision and provides stability for consistent research.</li> <li>• Developing critical partnerships between SSM and other key development research and action organisations, businesses and citizen groups.</li> <li>• Managing the Group and promote inter-disciplinary work among the Group and between SSM and other IIED Groups and partners.</li> <li>• Supporting the development and implementation of the IIED five-year Strategy particularly with a focus on private sector actors ranging from informal work and SMEs to private finance and impact investment.</li> <li>• Serving on IIED's Strategy and Management Team and contribute to overall management of the Institute</li> </ul>
	<p>Internal: Staff within SSM especially Group manager, team leaders, principal researchers and SSM Associates, IIED's Strategy and Management Team and Board of Trustees, Research Strategy Team, other Group Directors, Strategy and Learning Group, Business Development team and Communications group</p>
	<p>External: Other actors in the environment and development area, notably with a focus on private sector actors ranging from informal work and SMEs to private finance and impact investment</p>
Main contacts	<ul style="list-style-type: none"> <li>- Government and multilateral organisations</li> <li>- Environment &amp; development research groups</li> <li>- Environment &amp; development actors (key national and international organisations that we work with and for – NGOs, citizen networks etc),</li> <li>- Businesses and investors: (national and international companies, financial and business service providers, market facilitators and networks, SMEs and investors with sustainability/social impact focus)</li> <li>- Donors (as distinct from government and multilaterals) –for building a pipeline of funded work</li> </ul>
Contract type	Permanent
Hours	Full time
Location	Central London
Grade and salary	Grade 1

## 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.

SSM (including GEC) is well placed to address current **global hot topics** such as private sector engagement and finance, the green economy, inclusive growth, energy access and sustainable energy transitions, the future of work and the role of the state in economy. SSM is **grounded** in the reality of markets of the majority, including the **informal economy** as the biggest private sector in areas like agriculture, mining, and fisheries.

The group is well positioned to address **macro-economic** issues such as national capital accounting, environmental fiscal reforms and incentives, public and private finance flows, and payments for ecosystem services. SSM applies IIED's practice of supporting **citizen voice** to the world of markets and the private and public sector, which has often been the preserve of top-down policy prescription. The group works at country level with private sector actors, governments and civil society as well as international level including with the UN's High Seas negotiations, the Sustainable Energy For All initiative, and the various international mining conferences. SSM has built a rich body of analysis, partners, and policy recommendations, and is now looking for a leader that can enhance its place within IIED and beyond.

## Main responsibilities

The group director will carry the following responsibilities:

### 1. Research and intellectual leadership

- Develop a dynamic vision to assure that SSM's work remains relevant and potent within an evolving and changing global economy
- Take the lead working with researchers to define critical research questions and develop an exciting research portfolio, which champions necessary change, and enhances IIED's global reputation.
- Provide global thought leadership in aspects of sustainable markets.
- Publish research results in a variety of recognised outlets which enhance IIED's reputation as a centre for research excellency and policy engagement.
- Develop a personal work programme of research and analytical work in significant areas of the sustainable markets field for IIED engagement and leadership.
- Mentor and supervise researchers to increase research capacity and ensure high quality outputs and achievement of outcomes across the group.
- Responsible for signing off peer reviewed research in-line with IIED policy

### 2. Management

- Develop a coherent strong team of research and research support staff who can collectively and individually provide policy and practice evidence and advice of world class standing.
- Oversee the work of the team leaders and group manager to ensure the delivery of agreed work to the required standards and in compliance with organisational standards.

- Work with the group manager and team leaders to oversee the group's budget and resources.
- Line manage and supervise staff in compliance with Human Resources policies for their recruitment, performance management, development and retention working closely with HR.

### **3. Business development and fund raising**

- Oversee the delivery of group business development and fund raising through the development of a fund-raising strategy and flagship projects in collaboration with the SSM group and the business development team.
- Build and maintain strong relations with key donors and investors, and cultivate one or more champions to provide consistent funding
- Lead relevant major funding bids working across the SSM group to promote synergies between the work of different groups across the organisation.
- Raise more than own salary and contribute to the salaries of others and provide substantial mentoring and support to others in terms of proposal writing and fundraising.

### **4. Communications, outreach and influencing**

- Working closely with the communications group, make sure that a coherent, compelling narrative is strategically communicated to attract national and global attention to group work, and enable group research to be influential and compelling, enhancing IIED's reputation
- Carry out external advocacy and communication as appropriate to enhance IIED's reputation.
- Seek opportunities to influence debates and policy changes in line with the mission of the institute.
- Represent and promote IIED externally to increase institute and SSM group profile to position IIED as an international centre of excellence.
- Take a lead role in establishing and sustaining relevant SSM partnerships in the Global South.
- Work closely with colleagues across IIED to build key relationships and external stakeholders.

### **5. Contributions to institutional life**

- Be an active member of the Strategy and Management team and other leadership teams as required (group directors rotate membership of the Research Strategy Team, for example).
- Advocate internally for SSM's priorities and promote cross institute working.
- Build and sustain internal contacts and networks, facilitate intellectual debates and participate in institutional processes to develop research agendas and strategies

## Person specification

This is an exciting but demanding role. The successful candidate will need to provide global thought leadership as an individual researcher/analyst, vision and leadership for the Research Group, effective business management – while also contributing to IIED’s senior leadership team.

As private finance and private sector action becomes increasingly important for the realisation of sustainable development, IIED is looking to strengthen its engagement with relevant communities of practice covering all scales from local micro-entrepreneurs through to global investors and companies. The successful candidate will need to have relevant experience in this area.

## Skills and experience

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	Postgraduate degree in a relevant discipline	PhD in relevant subject
<b>Knowledge</b>	Evidence of knowledge, impact and influence on the policy agenda especially with regard to private sector issues relating to environment and development. Recognized standing as a development thinker, as evidenced by a track record of publications and participation in international fora and/or leadership positions within key institutions.	
<b>Experience</b>	Experience of working in the private sector, or on issues related to markets, the private sector and business and their relationship to environment and development. Well networked with experience of working and leading consortia, networks and alliances. Experience and track record of working in developing countries on national, regional and global development and environmental improvement agendas.	
<b>Skills</b>	Fluency in English and at least one other relevant international language, to convey complex messages in a clear, concise and effective manner to different audiences orally and in writing. A sustained track record of securing funding for different projects from a variety of bilateral and multilateral donors, foundations and research councils. Skills in managing and motivating a diverse group of professionals. First class leadership skills including the ability to build a collegiate approach and align colleagues from different disciplines and with different areas of expertise with group and organisational strategy. Excellent organisational skills for self and multidisciplinary multicultural team Excellent knowledge of office software (word processing, spreadsheets, presentation software, databases and communications).	Working knowledge of a third relevant international language

## Behavioural competencies

IIED's framework of behavioural competences is outlined below. Successful candidates will need to demonstrate a broad range of strengths in relation to the elements outlined, with a particular emphasis on: communicating with impact; delivering excellence; developing/leading others; integrity and commitment; working collaboratively.

<b>Competency</b>	<b>Description</b>	<b>Level</b>
Communicating with impact	The ability to influence, negotiate, build awareness and create credibility with others through the use of clear and effective communication	1
Delivering excellence	A concern for delivering high quality work and improving performance. Consistently looks for ways to add value to colleagues, partners and Stakeholders	1
Developing others	Invests time and energy in fostering the long-term learning and development of others. This can involve the provision of practical advice, support, feedback or training to support development	1
Empathy	An ability and desire to understand individuals, how they feel, their thinking and what drives their behaviour	1
Flexible thinking	The ability to understand and appreciate issues from a wide range of perspectives and adapt one's thinking and approach based on this understanding	1
Information seeking	A curiosity to find out more about people, concepts and issues. Asks questions to clarify understanding, conducts research or scans the environment for information that may be of future use	1
Initiative	Thinks ahead and takes decisive action to make the most of opportunities and avoid future issues	1
Integrity and commitment	Demonstrates a commitment to the values of IIED and acts in the best interest of the organisation and its partners / stakeholders	1
Leading others	Leads own team and the wider organisation, through providing clarity, energy, decisiveness and long-term direction	1
Understanding contexts	An ability to understand the organisational, political and cultural context within IIED and across other organisations / political bodies	1
Working collaboratively	A desire to work cooperatively with others across the organisation to maximise the effectiveness of IIED, build knowledge and understanding and minimise duplication of effort	1