



Linking local priorities and global challenges

Senior Researcher

Job details

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| Group | Climate Change |
| Reports to | Principal Researcher and Team Leader, Public Policy |
| Purpose of job | To support the strategic direction and implementation of an innovative portfolio of work in the Public Policy team – with a specific focus on climate finance and social protection |
| Main contacts | Internal: Climate Change Group, including Group Directors, Group Managers, Senior Coordinators, other Group staff, Business Development colleagues, Finance colleagues, HR Manager, IIED leadership teams, Strategy and Learning Group and Communications Group External: National and local public-sector entities, bilateral and multilateral partners, civil society organisations and private sector entities |
| Contract type | Permanent |
| Hours | Full time |
| Location | Central London or Edinburgh |
| Grade | Grade 3: £46,178 to £50,868 depending on skills and experience (up to £57,420 available for exceptional candidates) |

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 evidence-based 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.

The **Public Policy Team** works with public sector actors (governments, bilateral and multilateral partners and development finance institutions), to design and test innovative solutions for public and private investment in equitable and climate resilient development. This includes the design and implementation of politically astute policy, institutional and financial frameworks that enable national and local level actors (governments, enterprises and households) to scale-up investment in climate resilient initiatives.

Established in 2010, the team has worked with partners to: understand and shape the public sector discourse framing climate resilient development; draft climate change policies and action plans to guide investment in equitable and climate resilient development; strengthen financial institutions and systems to mobilise and deliver finance to those who need it most; integrate climate risk management into development programmes and cooperative-led value chains; and develop tools to support iterative and adaptive planning.

Looking ahead, the team will work with public sector actors, such as Ministries of Finance and Development Finance Institutions, local enterprises - primary cooperatives, for example, and households to understand the complex risks and opportunities that shape equitable and climate resilient development. This will include:

1. Work with the LDC Group to develop a long-term vision for investment in adaptation;
2. Work with public and civil society actors to design financial solutions to scale up investment in local adaptation, including:
 - a. Strengthen local institutional capacity to access and deliver climate finance from the GCF and national adaptation funds;
 - b. Design financial management systems to incentivise and manage investment equitable and climate resilient development; and
 - c. Design financial technology (fintech) based solutions to deliver inclusive and responsive financial services.
3. Work with governments to integrate climate risk management into National Development Plans, social protection programmes and institutional structures, including M&E systems – to support equitable and climate resilient development outcomes that are in line with the SDGs and the Paris Agreement.

Across our work, we will focus on young people and gender disaggregated solutions. And work towards strengthening the long-term capabilities of institutions to respond to climate change.

Main responsibilities

The Senior Researcher will work with the team and partners to design and implement an innovative portfolio of work to support our strategic direction outlined above.

1. Research and intellectual leadership 40%

- Provide intellectual leadership to identify and develop innovative research programmes to support evidence-based policy responses related to the team's core interests
- Develop and apply concepts and strategic thinking, theoretical frameworks, appropriate methodologies and techniques
- Lead the design of robust conceptual, analytical and methodological approaches to generate and analyse data
- Manage teams' intellectual work and oversee research and technical contributions from team members through to the production and dissemination of final outputs;
- Contribute to new evidence for policy and practice
- Provide advice and quality assurance to ongoing research programmes.

2. Communications, outreach and influence 20%

- Contribute to knowledge products whose content is targeted and written specifically for identified audiences to maximise relevance and impact
- Collaborate with communications colleagues to disseminate knowledge products using relevant channels such as presentations, informal dialogues and participation at events and build a significant social media profile
- Contribute to the design & delivery of influential events at the local, national and international level.
- Represent the Institute in the discipline community externally. Participate in international bodies and communities of practice, liaise with academia and other similar institutions such as think tanks, build relationships with partners and donors to foster collaboration, influence agendas and attract new funding.

3. Business development 20%

- Develop a short and long-term funding strategy to mobilise funds to deliver an innovative portfolio of work including multi-year funded programmes
- 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 concept notes and proposals to win funding for work under own responsibility
- Liaise with managers, coordinators and finance colleagues to prepare relevant budgets and other financial information to finalise proposals
- Establish and maintain a network of business development partners, with existing and prospective donors
- Work with the Programme Manager and Business Development team to analyse opportunities and gaps in business development, developing robust approaches to business development.

4. Management and institutional life 20%

- **HR management**
 - Line manage individual members of the team as necessary and in line with IIED Human Resources policies;
 - Manage project teams
- **Programme management**
 - Provide oversight of project budget – working with the Programme Manager;
 - Provide oversight of project delivery, including monitoring and reporting – working with the Project Leader
 - Establish project management and M&E systems for own work within established institutional frameworks and working closely with group managers and coordinators;
 - Lead on preparation of technical documents for donor reporting for own work;
 - Manage personal administrative and financial tasks related to own work within established institutional systems and processes.
- **Institutional life**
 - Support and participate in IIED leadership teams and forums as required.
 - Provide intellectual leadership internally in own field
 - 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 Climate Change Adaptation, International Development, Public Policy, Economics, or Finance. | PhD in relevant subject Professional training in Strategic Design, Innovation, Fintech, Public Finance Management, Strategic communication |
| Knowledge | Excellent understanding of public policy responses to equitable and climate resilient development in LDCs and Emerging Economies, especially in Asia | Specific understanding with respect to South Asia, East Africa & global climate negotiations. |
| | Excellent understanding of climate resilience, climate finance; gender and youth dimensions of climate resilient development; social protection | Understanding of relevant policy areas including: Innovation in development; Adaptive social protection; Green industrialisation; Migration and Resilience; Public and Private climate finance – including integrating climate risk management into public finance management systems & application of fintech to deliver financial services for climate resilient development |
| | Innovative & collaborative approaches to policy design and implementation | Knowledge of approaches to strategic design, innovative leadership and multi-stakeholder learning dialogues |
| | Effective English | Working knowledge of any language in our core countries, including Amharic, Swahili, French, Bengali, Hindi, Nepali |
| Experience | Significant (minimum of 7 years') experience on evidenced-based policy responses to equitable and climate resilient development | Significant experience working on equitable and climate resilient development in South Asia |
| | Track record of effective policy engagement, including policy briefs, published reports, and blogs | Experience of evidence to influence policy in South Asia and/or East Africa |
| | Publication track record showing emerging profile and reputation | |
| | Working with public sector actors, including governments and development finance institutions | Experience of delivering different responsibilities within public sector entities, including policy planning, |

| | Essential | Desirable |
|---------------|--|---|
| | | implementation, M&E & political engagement |
| | Working with civil society organisations and local enterprises to design and implement climate smart interventions | Establishing/supporting a social enterprise. Working with fintech providers to deliver financial services |
| | Managing diverse teams | Leading innovative teams |
| | Developing and managing complex programmes | |
| | Business development- experience of leading fund raising and maintaining strong partnerships | Networks with foundations and social impact investors |
| Skills | Strategic leadership | |
| | Robust evidence generation and dissemination skills | Understanding of new methods and approaches to evidence-based policy & practice |
| | People management | |
| | Effective communication and clear writing skills | |
| | Effective programme management skills | Ability to develop and manage Theory of Change; Output based budgets; Project management |
| | 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 organised 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 | The ability to influence, negotiate, build awareness and create credibility with others, through the use of clear and effective communication | 2 |
| Delivering excellence | A concern for delivering high quality work and improving performance. Consistently looks for ways to add value to colleagues, partners and stakeholders | 2 |
| 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 | 2 |
| Empathy | An ability and desire to understand individuals, how they feel, their thinking and what drives their behaviour | 2 |
| 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 | 2 |
| 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 | 2 |
| Initiative | Thinks ahead and takes decisive action to make the most of opportunities and avoid future issues | 2 |
| Integrity and commitment | Demonstrates a commitment to the values of IIED and acts in the best interest of the organisation and its partners / stakeholders | 2 |
| Leading others | Leads own team and the wider organisation, through providing clarity, energy, decisiveness and long-term direction | 2 |
| Understanding contexts | An ability to understand the organisational, political and cultural context within IIED and across other organisations / political bodies | 2 |
| Working collaboratively | A desire to work cooperatively with others to maximise the effectiveness of IIED, build knowledge and understanding and minimise duplication of effort | 2 |