

CONSULTANT / SENIOR CONSULTANT

RURAL GROWTH AND LIVELIHOOD SECURITY PORTFOLIO

FULL TIME – BRISTOL BASED

WHO WE ARE

theIDLgroup is a dynamic, quality focussed consulting firm that delivers tailored international development consultancy services. Based in the UK with regional offices in South East Asia and West Africa, we support our clients to conceptualise, design and deliver pro-poor development.

The majority of our work is through direct contracts with multilateral and bilateral development agencies. We also work with governments, other public sector agencies, NGOs, academic institutions and private sector clients. We work world-wide, but focus on low and middle-income countries in Africa and Asia.

We pride ourselves on a distinctive culture where depth of technical knowledge is complemented by advanced process and facilitation skills. We are currently seeking one or more Senior Consultants to join our Rural Growth and Livelihood Security portfolio, based in our beautiful rural office near Bristol in the UK.

THE RURAL GROWTH AND LIVELIHOOD SECURITY PORTFOLIO

Half a century of continuous effort has done little to eliminate rural poverty in much of Africa and Asia. Consultants in *theIDLgroup*'s Rural Growth and Livelihood Security portfolio aim to bring fresh thinking to the twin challenges facing governments and their development partners, namely:

- ① How to identify and realise the prospects for broad-based **rural economic growth** - whether through new markets and value chains, technologies and innovations, product certification and standards, off-farm employment or expanded regional trade.

Achieving sustainable rural growth requires plural and inclusive strategies. These will deliver **policy, legislative, social and institutional reforms** in agriculture, land management, local economic development and rural infrastructure. We help both governments and development partners to develop and implement new approaches, for example through new policy-focussed roles for ministries of agriculture; new approaches to **regional agricultural** research; or the design of broad based sector-wide rural investment programmes.

- ① How to enable **better livelihoods for the rural poor** that can offer both food security and genuine prospects for a pathway out of rural poverty.

Rural poverty and vulnerability is diverse and complex: the rural poor may be landless labourers, households exposed to frequent drought or flood hazard, vulnerable women or ethnic minorities, farmers in fragile mountain or dryland ecosystems, coastal fishing communities or nomadic pastoralists. Solutions to rural poverty challenges are similarly diverse and we are looking for consultants who can bring robust analysis and a deep understanding of the rural realities in a wide range of environments. As a firm we were in the vanguard of the development of 'sustainable livelihoods' approaches, and are now working at the leading edge in developing **rural social protection and food security programmes** and designing measures for **more resilient livelihoods and less risk prone livelihoods in the context adaptation to climate change**.

Rural policy is central to both of these linked challenges, and members of the Rural Growth and Livelihood Security team are frequently engaged in policy dialogues and processes as facilitators, reviewers, and analysts. Strategic, 'big picture' thinking is a key requirement of the markets in which *theIDLgroup* operates.

theIDLgroup is multi-disciplinary and the Rural Growth and Livelihood Security team draws on in-house skills and experience in policy analysis, economics, governance, social development, small business development, , public sector reform, organisational change, sector planning and public expenditure review skills.

THE ROLE

You will obtain and lead important and challenging consulting assignments in some of the Portfolio's thematic areas as outlined on our website. You will demonstrate :

- ⦿ A willingness to undertake a wide range of consulting assignments in the broad arena of rural growth and livelihood security, with much of the work overseas;
- ⦿ A proven track record of advising clients in one or more technical areas relevant to *theIDLgroup's* corporate and portfolio strategy, an excellent reputation and the likelihood that prospective clients will be contacting you for their services frequently;
- ⦿ An ability to combine deep technical knowledge with cross-cutting process skills that add value to our services. These skills include policy, advisory and analytical work; programme and process design; monitoring and evaluation and facilitation of workshops and retreats;
- ⦿ The capacity and willingness to provide peer review, quality assurance and mentoring support to your colleagues. You will contribute your time and intellect to the broader collegiate work environment;
- ⦿ The ability to contribute to the firm's business development activities, through identifying business opportunities both for yourself, new and existing associates and the firm as a whole;
- ⦿ A commitment to being an effective team player, and develop and support strong and effective working relationships with your colleagues working on projects, as well as with those in other portfolios and offices;
- ⦿ You will demonstrate effective management of small and medium size projects meeting client requirements;
- ⦿ A passionate commitment to contributing to, developing and upholding *theIDLgroup's* quality standards through every aspect of your work.

You, like *theIDLgroup* as a whole, will measure your impact in terms of outcomes, not activity. You will be expected, and will be given every opportunity, to develop your own specialist areas of work, while sharing your ideas and experience with others in the team. You will want to play your part in maintaining a constructive working environment and excellent relationships with internal and external clients.

REQUIRED SKILLS AND EXPERIENCE

We are particularly interested in candidates with a proven track record of technical knowledge in one or more subject areas relevant to the Rural Growth and Livelihood Security portfolio priorities. These include rural innovation systems, agricultural economics and sector analysis, value chain analysis, social safety nets, livelihoods and climate change adaptation, policy and institutional reform, monitoring and evaluation systems. You will also already have a reputation for delivering high quality consultancy assignments, development advice, or policy research for governments and aid agencies in some of the portfolio areas outlined above.

You should display the following attributes:

- ⦿ Experience of working with government officials, development partners, private sector and/or civil society;
- ⦿ The ability to work in and lead multi-disciplinary teams in a multi-donor environment is crucially important; you will be able to engage at both local level, and in high level policy dialogue;
- ⦿ Highly developed facilitation, negotiation and process-related skills with significant intercultural and international experience;
- ⦿ Good track record of team and people management in project and/or corporate environments;
- ⦿ Demonstrated commercial acumen, underpinned by commitment to core *theIDLgroup* values and culture;

- ⊙ Excellent communication skills enabling you to work effectively with a wide range of actors – from senior government and donor agency officials to community representatives - with respect and diplomacy; and
- ⊙ Some experience in both qualitative and quantitative research/evaluation skills.

We particularly keen to hear from candidates with previous experience in a consultancy environment, and a wide range of existing contacts in a relevant sector. The ability to work in at least one foreign language relevant to the countries where *theIDLgroup* operates is also welcome.

Whatever your background, you will need to hit the ground running, and bring with you ideas for entry points, initiatives that the firm could pursue, and good networks in your key areas of expertise.

WORKING WITH US

We're not just looking to fill a vacancy: whenever we recruit we are looking for individuals who share our values, are adaptable and resourceful, will contribute to the development of the firm and will enjoy working in a relaxed and friendly collegiate environment.

Contracts are not time-limited. Although there is a 10 month probationary period, we hope that any staff that join us will end up on permanent terms. We enjoy a high rate of staff retention.

We are looking to ideally fill fulltime postings, however part-time and flexible working applications will also be openly considered. Consultants will normally be based in *theIDLgroup's* headquarters in a rural location on the outskirts of Bristol, South West England. We have regional offices in West Africa (Ghana), and East Asia (Vietnam). We expect to recruit mainly into our Bristol office, but there may be a possibility for consultants to be based in the future in our overseas offices.

Frequent overseas, and to a lesser extent UK, travel is an inherent part of the job. Most trips are of short (two to four weeks') duration, although they could occasionally be longer. Some of our consultants have also undertaken longer-term secondments to our clients' overseas offices.

Salary and remuneration will be dependent on the skills, experience and track record of the successful applicant. You will be recruited at Consultant / Senior Consultant level within the firm.

theIDLgroup invests heavily in creating a culture of quality, professionalism, mutual support and team work. We are proud to have our ISO 9001 Quality Management and Investor in People accreditations through which we pursue a number of formal measures, but more important is the spirit and commitment of our staff to these values. We hold frequent 'In-Days' where we debate the professional challenges of our portfolios and share our experiences and learning. We also provide continuing formal and informal professional development and training.

APPLICATION PROCEDURE

If you are interested in applying, please email a covering letter and CV, outlining your relevant skills and experience to recruitment@theIDLgroup.com

theIDLgroup is an equal opportunities employer and certified with the Investors In People standard. We will respect your confidentiality and abide by UK data protection laws.

Further information about *theIDLgroup* can be found at: www.theIDLgroup.com