

SENIOR DEVELOPMENT CONSULTANT

SOCIAL DEVELOPMENT PORTFOLIO

FULL TIME – HANOI BASED

APPLICATION DEADLINE: 31ST MARCH 2009

WHO WE ARE

theIDLgroup is an established international development consultancy providing policy research and programme advisory and management services. We provide clients with five main services:

- © The design, review and evaluation of policies and strategies; country, sector and organisational programmes; and projects;
- © Bespoke advisory services to international development agencies, including commissioned policy analysis and research studies, consultancies, and surveys;
- © Delivery of specialised training and professional development programmes;
- © Facilitation of organisational and institutional change processes; and
- © Project and programme management.

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.

OUR SOCIAL DEVELOPMENT TEAM

theIDLgroup believes that social exclusion and inequality are issues that require urgent action. Our work in social development embodies our commitment to social justice, poverty eradication and empowerment. We consistently look for ways to facilitate meaningful participation of stakeholders and their representatives in the key processes that influence their lives – to enhance their ‘voice’.

We see social development skills as an essential component of any successful development intervention. Poverty cannot be tackled effectively without rigorous contextual analysis: the poorest cannot be effectively reached without a sophisticated understanding of vulnerability and social differentiation, and service delivery institutions will not be effective unless they are accountable to poor people.

Our core competencies include innovative programme design, monitoring and evaluation, training and facilitation, communication for development, as well as qualitative and quantitative research skills that span pro-poor policy, social analysis and gender. Specialist skills within the *theIDLgroup's* social development consultants include poverty and social impact analysis, vulnerability and social protection, community-driven development, human rights, civil society and improving participation, and voice and accountability. Our consultants have provided social development inputs to a wide range of sectors, including health, education, HIV/AIDS, agriculture, livelihoods, microfinance, anti-corruption, and women's empowerment.

The social development and civil society strengthening portfolio works with colleagues in IDL's four other portfolios: natural resources, rural growth and livelihoods, governance, and fragile and post-conflict states.



THE DEVELOPMENT CONSULTANT ROLE

You will obtain, deliver and lead important and challenging consulting assignments in some of the thematic areas outlined above. As a senior consultant, you will also have a major role to play in leading the growth and success of the social development and civil society strengthening portfolio in the East Asia region. You will therefore use your time not just in winning work for yourself, but also in winning work for the firm and the social development team as whole.

Through your leadership you will provide direction and strategy for the portfolio. You will secure new business, and expand our networks of clients, associates and partner organisations. You will help us to build a robust, credible portfolio, and enhance the reputation of *theIDLgroup*.

You will be expected to manage small consultancy teams, provide peer review and quality assurance, and contribute your time and intellect to the broader collegiate work environment. You will therefore have a proven capacity to both collaborate and lead teams.

Facilitation, change management, strategic planning and training are essential elements of the development processes that we support and there will be opportunities to use and develop these skills while working with us.

You will need to be an excellent communicator, and to be able to get your point across to senior government and donor agency officials succinctly and diplomatically. Crucially important is your ability to work in multi-disciplinary, multi-level, teams; you will be able to engage at both local and community level, and in high level policy dialogue. You, like *theIDLgroup* as a company, 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 cordial relationships with internal and external clients.

REQUIRED SKILLS AND EXPERIENCE

You will already have an established reputation for delivering high quality consultancy assignments, development advice, or policy research for governments and aid agencies.

Core requirements are:

- ✓ Solid poverty analysis skills (qualitative and quantitative)
- ✓ Experience of all stages of the project/programme cycle – particularly M&E
- ✓ A post graduate degree in a relevant field (sociology, anthropology, development studies etc)
- ✓ Strong writing and presentation skills

You will also have experience in *some* of the following specialist areas:

- ✓ Inclusive growth
- ✓ Citizen-government engagement/civil society
- ✓ Gender
- ✓ Social protection
- ✓ Social and political change
- ✓ Land rights/ natural resource rights
- ✓ Minority rights/inclusion
- ✓ Participatory approaches
- ✓ Understanding of how climate change affects vulnerable groups

Whatever your background, you will need to hit the ground running, and bring with you ideas for opportunities that the firm could pursue, and good networks in these areas.

Our office will continue to develop our business in South East Asia (particularly Vietnam) and our new consultant will be able to support our growth in the region.

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, and who will complement the team and contribute to the development of the firm.

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

We are looking to ideally fill full-time postings, however part-time and flexible working applications will also be considered. Consultants will normally be based in *theIDLgroup's* East Asia office in Vietnam. Our Head office is based just outside of Bristol and we also have regional offices in West Africa (Ghana) and East Africa (Uganda) – there may be the opportunity for some work in these offices.

Frequent overseas travel is an inherent part of the job. Most trips are relatively short (two to four weeks), although they are occasionally 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 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 our professional challenges. 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