

ENVIRONMENT AND NATURAL RESOURCES CONSULTANT AND WEST AFRICA REGIONAL MANAGER

FULL TIME – ACCRA BASED

APPLICATION DEADLINE: 26TH APRIL 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:

- ③ The design, review and evaluation of policies and strategies; country, sector and organisational programmes; and projects;
- ③ Advisory services to governments and international development agencies, including commissioned policy analyses and research studies;
- ③ Facilitation of organisational and institutional change processes;
- ③ Delivery of specialised training and professional development programmes; and
- ③ 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, international NGOs, academic institutions and private sector clients. We work world-wide, but focus on low- income countries in Africa, South Asia and East Asia.

OUR ENVIRONMENT AND NATURAL RESOURCES TEAM

Consultants in *theIDLgroup's* Environment and Natural Resource Portfolio aim to bring fresh thinking to the development challenges facing governments and their development partners, namely:

- ③ How to unlock the potential of environmental wealth to bring about pro-poor sustainable growth - whether through the development of innovative financing mechanisms or initiatives to secure community access and ownership rights.

We believe that unlocking this potential is critical both to maintaining local and global ecosystem services and to furthering equitable growth objectives. We support both governments and development partners in the advancement and implementation of these new approaches; for example through new policy-focused roles for ministries of environment and natural resources; new approaches to cross boundary and regional environmental issues; or the design of innovative investment programmes.

- ③ How to address major environmental challenges (national, regional or global) such as climate change, water insecurity, land degradation and desertification. We help ensure the threats to national and global security are fully understood and effective responses developed.

The UN's Millennium Ecosystem Assessment recently highlighted that over half of the world's ecosystem services are being degraded or unsustainably used. Environmental causes are at the heart of the security problems facing low income countries. Ensuring these causes are understood and addressed is a key to ensuring a secure, equitable and sustainable future.

Environmental and natural resource policies are central to both of these linked challenges, and members of the Environment and Natural Resources 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 Environment and Natural Resource team draws on the in-house skills and experience of colleagues in policy analysis, economics, governance, social development, public sector reform, organisational change and public finance management.

THE ENVIRONMENT CONSULTANT AND REGIONAL MANAGER ROLE

This posting is a dual role. **As a West Africa-based consultant** you will obtain, deliver and lead important and demanding consulting assignments in critical areas and challenges within the region. You will also be expected to manage small consultancy teams, provide peer review, quality assurance, support and maintain client relationships, and contribute your time and intellect to the broader collegiate work environment. We expect that the focus of your consultancy assignments will be on the governance and management of natural resources, including issues of access, rights, tenure, benefit sharing and institutional reform.

As the West Africa regional manager you will be responsible for supporting the management and implementation of our existing projects in the region. You will be expected to further develop and implement the company's business development strategy for the West Africa region, proactively identifying and pursuing new business opportunities, developing and strengthening relationships with clients, partner organisations and associates in the region. You will be responsible for the day to day management of the regional office, including ensuring the application of company-wide systems and procedures, management of locally based staff, oversight of legal and financial matters (relating to the regional office) and acting as the firm's designated local manager.

Overall, we expect the balance of time between the two roles to be around 50:50, though in the first year, we would foresee that proportionately more time may be spent on business development.

For both roles, 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. Your ability to work in and lead multi-disciplinary teams in a multi-donor environment is crucial; you will be able to engage at both local level, and in high level policy dialogue. You, like *theIDLgroup*, 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 colleagues and with external clients.

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

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, as well as relevant management experience.

🌀 **Relevant technical and sector experience**, in areas such as sustainable forest, land and water management, marine and coastal ecosystems, protected area and biodiversity conservation, natural resource and landscape management, mining and minerals, environmental protection and regulation. We are particularly interested in experience in one or more of the following thematic areas:

- **Natural resource environmental governance**, (e.g. legal, tenure, and rights aspects of natural resource management; mechanisms to offset "resource curse" effects; environment policy and strategic planning; strategic and country environmental assessments (SEA, CEA), national sustainable development action plans or strategies [SDAP, NSDS]; forest and extractive industry initiatives (such as FLEGT; EITI; Kimberley); private sector corporate social responsibility initiatives).
- **Innovative financing mechanisms**, such as carbon finance for conservation or management of natural resources, payments for environmental services (PES), Reducing Emissions from Deforestation and Forest Degradation (REDD) mechanisms; natural resource and biodiversity offsets.
- **Sustainable livelihoods in the face of climate change, resource degradation, disaster and resettlement**, such as measures to strengthen or enhance livelihoods (agro-forestry; ecotourism; alternative

livelihoods; climate-proofing of natural resource based livelihoods); linking relief and development, climate resilient programming; and supporting community-based climate change adaptation responses.

- ☉ **Strong process skills.** Skills and track record in decision process support, facilitation of workshops, meetings and public debate, and the facilitation / change management of institutional (policy, legal, process, formal and informal rules) and organisational reform processes.
- ☉ **Economic, policy, governance, and institutional skills,** ideally based on experience within the environment and natural resource sectors of:
 - The design, monitoring, review and evaluation of policies, programmes, and projects
 - Economic, policy, governance, social, public finance and fiscal analyses
 - Institutional and functional analyses of environmental and natural resource organisations.
 - The choice and design of development assistance interventions ranging from humanitarian relief, through projects, programmes, sector wide approaches, sector budget support and general budget support.
- ☉ **Relevant experience in the management of projects, programmes, and teams,** ideally in (West) Africa. Line management experience, not necessarily in the development sector, would be valuable.

You will need to be able to communicate effectively in French.

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

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 us will end up on permanent terms.

We are looking to ideally fill fulltime postings, however part-time and flexible working applications will also be openly considered

Frequent overseas travel is an inherent part of the job. Most trips are of short (two to four weeks') duration, although they could occasionally be longer.

Salary and remuneration will be dependent on the skills, experience and track record of the successful applicant. You will be recruited at Consultant or 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