

## CONSULTANT / SENIOR CONSULTANT

# FRAGILE AND POST-CONFLICT STATES 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 Fragile and Post-conflict States portfolio, based in our beautiful rural office near Bristol in the UK.

#### THE FRAGILE AND POST-CONFLICT STATES PORTFOLIO

Poverty, instability and state fragility have become increasingly conflated in the minds of aid policy makers. Many fragile states have also grown in international strategic importance as sources of resources and perceived threats to global security. Through our work, *theIDLgroup* seeks to understand and facilitate processes through which durable political settlements and war to peace transitions are realised and coalitions for change are supported. Over the past 15 years, we have helped development partners improve peace and security in developing countries. Our consultants work to help governments, civil society and development partners to:

- Gain a better understanding of how lasting political settlements may be achieved through understandings of the political economy of conflict, peacebuilding and stabilisation;
- Develop policies to support war to peace transitions and strategies for peacebuilding, reconciliation and stabilization initiatives.
- Analyse the linkages between development, stabilisation and counterinsurgency and the growing securitisation of aid interventions;
- Identify measures that improve the potential for peace and reconciliation, stabilization, security and access to justice including strategic conflict assessments and analyses, conflict and peace mapping, and the design of disarmament, demilitarisation and security sector reform programmes

We bring a multi-disciplinary approach to our work in governance. As a consultant in our fragile states team you would also work closely with colleagues in our Social Development, Governance, Rural Growth and Livelihood Security, and Natural Resources and Environment portfolios to deliver appropriate solutions in a wide variety of political and economic environments.

## 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:

- ④ A willingness to undertake a wide range of consulting assignments in the broad arena of governance with much of the work overseas;
- ④ 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;
- ④ 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;
- ④ 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;
- ④ 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;
- ④ 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;
- ④ You will demonstrate effective management of small and medium size projects meeting client requirements;
- ④ A passionate commitment to contributing to, developing and upholding *theIDLgroup's* quality standards through every aspect of your work; and

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

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:

- ④ Experience of working with government officials, development partners, private sector and/or civil society;
- ④ 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;
- ④ Highly developed facilitation, negotiation and process-related skills with significant intercultural and international experience;
- ④ Good track record of team and people management in project and/or corporate environments;
- ④ Demonstrated commercial acumen, underpinned by commitment to core *theIDLgroup* values and culture;
- ④ 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
- ④ 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 individuals that join us achieve permanent contracts. 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 one of our overseas offices in the future.

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](mailto: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](http://www.theIDLgroup.com)