

FRAGILE & POST-CONFLICT STATES

PORTFOLIO LEADER

FULL TIME – BRISTOL BASED

APPLICATION DEADLINE: EXTENDED UNTIL 15TH FEBRUARY 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:

- ④ The design, review and evaluation of policies and strategies; country, sector and organisational programmes; and projects;
- ④ Bespoke advisory services to international development agencies, including commissioned policy analysis and research studies, consultancies, and surveys;
- ④ Delivery of specialised training and professional development programmes;
- ④ Facilitation of organisational and institutional change processes; and
- ④ 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 FRAGILE AND POST-CONFLICT STATES TEAM

The challenges experienced by fragile states are at the top of the international development agenda. The vast human, social, and economic costs that follow state failure and conflict are well known. These effects are large, long-lasting, and often threaten not just the nation state but wider regional integration. The aid partnership is often fraught and difficult, especially where there is little commitment to mobilise domestic or international resources for poverty reduction. In fragile and post conflict settings we work with governments and their development partners to:

- ④ Understand the underlying causes of fragility and develop effective interventions that reduce the risk that states or regions fall back into conflict and state failure
- ④ Inform the processes of policy dialogue and engagement with citizens, to ensure the rebuilding of safe, secure, supported communities
- ④ Assist key stakeholders and change leaders in fragile states in their efforts to move towards more capable and responsive governance, where the state is both capable *and* willing to pursue economic growth and poverty reduction goals.

We tend to work in countries and regions where there is a reasonable degree of stability, and it is possible to start thinking of longer term development and poverty reduction initiatives. We operate therefore in post-conflict and post-stabilisation environments, not where there is war, open civil conflict or the total absence of any political space.

The fragile and post-conflict states portfolio works with colleagues in our social development, governance, rural livelihoods and natural resources portfolios to deliver appropriate solutions in difficult aid environments. *theIDLgroup* is multi-disciplinary and we draw on experience and skills in social research, anthropology, conflict analysis, political analysis, resource management, peace-building and community development.

THE PORTFOLIO LEADER ROLE

You will obtain, deliver and lead important and challenging consulting assignments in some of the thematic areas outlined above. However as Portfolio Leader, you will also have a major role to play in leading the growth and success of the fragile and post-conflict states portfolio. You will therefore use your time not just in winning work for yourself, but also in winning work for the firm and the Fragile States team as whole.

Through your leadership you will provide direction and strategy for the portfolio, mentor others in the team, secure new business in the portfolio, assist in further recruitment into the team, and maintain 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, quality assurance and support, maintain client relationships, and contribute your time and intellect to the broader collegiate work environment.

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.

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*, 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 in some of the following areas:

- ③ Aid effectiveness - the engagement, coordination and sequencing of aid interventions in fragile states and areas at risk of conflict;
- ③ Political economy and governance analyses in fragile states;
- ③ Strategies for the governance of natural resources in “resource-curse” environments;
- ③ The rebuilding of communities and citizen-government engagement in fragile states;
- ③ Research and analysis on the underlying causes of conflict, including assessments of transboundary and regional effects, conflict mapping, resource and state capture;
- ③ Rapid social assessments (RSAs) in post-conflict areas, or areas of latent conflict, including social surveys and interviews with families, combatants, ex-combatants and victims of conflict; and
- ③ The design, monitoring and evaluation of Disarmament, Demobilisation Rehabilitation and Reintegration (DDRR) programmes.

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 these areas.

Geographically we have particular interest in West Africa (particularly the Mano River Union states), Greater East Africa (from eastern DRC to the Horn of Africa), and South and South East Asia (Nepal, India, Myanmar, Eastern China, Pakistan and Indochina).

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 compliment 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 enjoy a very 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), East Africa (Uganda) 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 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