

PORTFOLIO LEADER
RURAL GROWTH AND LIVELIHOOD SECURITY PORTFOLIO
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:

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

OUR RURAL GROWTH AND LIVELIHOOD SECURITY TEAM

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:

- ⊙ 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, natural resources, land management, local economic development and rural infrastructure. We help both governments and development partners to develop and implement these 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.

- ⊙ 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 measures for food security through more resilient livelihoods, rural safety net programmes and risk management strategies.

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, agricultural economics, governance, social development, small business development, agricultural research, public sector reform, organisational change, sector planning and public finance management.

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 Rural Growth and Livelihood Security portfolio. You will therefore use your time not just in winning work for yourself, but also in winning and managing work for the firm and the portfolio team as whole.

Through your leadership you will provide direction and strategy for the portfolio, mentor others in the team, secure new business, 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. Your 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. 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 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:

Policy and Institutional Support

- ③ Design, monitoring, review and evaluation of rural policies, programmes, and projects
- ③ Policy, economic and social analyses for rural sectors
- ③ Institutional and functional analyses of rural development organisations
- ③ Public expenditure and financial management reviews for ministries, departments and agencies
- ③ Facilitation of institutional (policy, legal, process, formal and informal rules) and organisational reform processes

Strategies for Rural Growth

- ③ Facilitation of rural policy and planning processes
- ③ Agricultural research and innovation management, both at the level of national agricultural research systems (NARS) and for the sub-regional organisations (SROs) and integrated research programmes
- ③ Pro-poor private sector development strategies for rural areas

- ☉ Rural-urban linkages, including market and value chains, local economic development, regional trade, remittances

Livelihoods and Food Security

- ☉ Livelihoods analyses and their linkages with pro-poor policy and with disaster preparedness
- ☉ Design and implementation of pro-poor rural social protection programmes and safety nets
- ☉ Analysis and design of food security and vulnerability policy and 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.

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 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), 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 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