

# OPPORTUNITIES

## SENIOR CONSULTANTS

### WHO WE ARE

*theIDLgroup* is an established international development consultancy providing policy research and programme advisory and management services to governments, international development agencies and developing country partners. We provide clients with five main services:

- ③ short-term advisory inputs into the design, review and evaluation of development interventions at project, sector and programme level;
- ③ bespoke advisory services to international development agencies, including commissioned studies, consultancies, and policy research and analysis;
- ③ delivery of specialised training, professional development and workshop facilitation
- ③ facilitation of institutional changes processes; and
- ③ project and programme management.

The majority of our work is through direct contracts with multilateral and bi-lateral development agencies. We also work with governments, public sector agencies, NGOs, academic institutions and private sector clients.

### WHO WE ARE LOOKING FOR

During 2009, *theIDLgroup* is looking to recruit additional full-time consulting staff at senior consultant grade. Appropriate professional backgrounds would fit within one or more of our five portfolios; these – along with some of the key specialisations within them – are listed below.

- ③ **Environment & Natural Resource Management.**
  - Payments for environmental services
  - Forest and Protected Areas management
  - Natural resource governance (forests, land, mining, minerals, wildlife)
  - Climate change adaptation
  - Biodiversity & conservation policies
- ③ **Governance, Institutions, and Politics**
  - Political economy analysis
  - Institutional development & reform
  - Public expenditure and revenue analyses
  - Aid effectiveness and harmonisation
  - Local governance and decentralisation
- ③ **Rural Growth and Livelihoods Security**
  - Agricultural research management
  - Rural sector policy analysis and planning
  - Safety net and food security
  - Livelihoods recovery and disaster risk reduction
- ③ **Social Development and Civil Society Strengthening**
  - Vulnerability and social protection
  - Poverty, gender and social impact analyses
  - Civil society support programmes
  - Improving participation & accountability
- ③ **Development of Strategies for Post-Conflict and Fragile States**
  - Conflict mapping and surveys
  - Strategies for stabilisation in fragile states
  - Socio-political analysis of factors driving conflict
  - Reintegration of ex-combatants

We are looking for exceptional individuals with a strong mix of technical and process skills, an established reputation working in developing countries in an area relevant to our portfolios, and – above all – the right personality and attitudes to join our distinctive consultancy team.

## REQUIRED SKILLS AND EXPERIENCE

Whatever your background, you will need to hit the ground running, and you will probably already have an established reputation for delivering high quality consultancy assignments, development advice, or policy research.

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 and to play your part in maintaining a constructive working environment and cordial relationships with internal and external clients.

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.

The delivery of top-end consultancy and policy research will be your principal activity. But you will also be expected to be able to engage at local and community level, manage small consultancy teams, contribute your time and intellect to the broader collegiate work environment, provide peer review and support, maintain client relationships and champion the company's development.

We're not just looking to fill a vacancy: 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.

## THE POSITION

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 South 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.

Salary and remuneration will be dependent on the skills, experience and track record of the successful applicant.

## THE WORK ENVIRONMENT

Frequent overseas, and to a lesser extent UK, travel is an inherent part of the job. Most trips are of short (two to three weeks') duration, although they could occasionally be longer. Some of our consultants have also undertaken longer-term secondments to our clients' overseas offices.

*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 to this end, 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](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)