SAFERWORLD
PREVENTING VIOLENT CONFLICT. BUILDING SAFER LIVES

JOB DESCRIPTION

Job Title	Lead Researcher
Location	Nairobi, Kenya
Management Responsibility	Research Coordinator, consultant technical advisors
Reporting to	Somalia/land Country Director
Key Relationships	Somali/land Finance Officer, Regional Security Manager, Somalia/land Programme Advisor, Senior Conflict and Security Adviser, Communications Manager, Advocacy Coordinator
Salary range:	£38,000 - £42,000 gross per year

Description of Somalia/land programme

Saferworld's Strategy 2017-2020 for Somalia/land has three core components.

- Enabling state building, governance and democratisation processes that are participatory, inclusive and accountable at state and federal levels
- Supporting the provision and implementation of security and justice services that are predicated on the principles of fairness and are accountable, accessible and responsive to the communities they serve
- Influencing the role of external actors to enable participatory, inclusive and accountable governance at state and federal levels.

Description of the Conflict Research Programme

The objective of the programme is to assess the feasibility of different approaches to Somalia's protracted conflict. The programme would research approaches already taken in Somalia and other contexts, analyse Somali perspectives and investigate the objectives and motivations of various actors in the conflict. It will provide a series of recommendations for policy-makers and other regional, national and international actors.

Four research outputs will be produced:
- An assessment of existing approaches to addressing conflict in Somalia, their suitability and how they have influenced the conflict both positively and negatively. Recommendations will be drawn in terms of what approaches could be applied in future.

- A series of detailed case studies looking at other contexts where policy-makers have sought to address protracted conflict. Lessons will be drawn and recommendations made for possible approaches that could be deployed in Somalia.

- A paper on current actors' interests and objectives in Somalia. This will consider structures, purposes, dynamics, modes of operation and popular perceptions of conflict actors.

- A synthesis report building on the previous papers, which would consolidate information to draw out overarching conclusions and recommendations.

The programme may also provide ad-hoc support to advocacy in the UK should this be required together with other relevant advocacy leads.

Job Purpose

The primary purpose of this job is to provide oversight of the programme. The job-holder will be responsible for

ensuring that:

- The programme is implemented in full understanding of the risks, sensitivities and legal constraints involved
- Research methodologies are designed to be robust, effective and relevant to the Somali context
- Research is conducted efficiently and comprehensively by capable researchers and interviewers, whose performance is effectively managed
- Research is conducted according to strict ethical standards
- High-quality research outputs are produced, with clear and impactful findings
- Research findings are disseminated and briefed to a broad range of stakeholders, enabling widespread policy influence on peacebuilding and security issues, with due sensitivity regarding the subject matter
- Programme finances are well managed and monitored
- Timely and high quality donor and internal reporting is produced, effectively capturing programme impact and contributing to institutional learning
- Findings from the project support Saferworld's learning agenda on themes addressed under the project.

Key areas of responsibility

Programme Management

- Oversee risk assessment for the study and develop appropriate management and mitigation strategies
- Review relevant existing research and analysis on the Somali conflict
- Oversee the finalisation of research questions, action plans, techniques, timelines and target groups
- Engage in legal assessment of the scope of work in relation to relevant legislation and donor criteria
- Develop and articulate clear ethical standards and guidelines for research, and ensure that all personnel involved have internalised these before field research commences
- Mobilise networks to access remote areas and engage key actors
- Manage field research, including key informant interviews and quantitative survey data collection
- Supervise the completion of desk-based research and KIIs with key actors in other relevant contexts
- Oversee drafting, revision and finalisation of reports and policy briefings
- Lead advocacy and dialogues with national and international stakeholders to assess recommendations and key findings.

Programme Quality & Impact

- Ensure the programme findings are methodologically robust and effectively disseminated to decision-makers and opinion shapers on peacebuilding and security issues in Somalia in an accessible and compelling format, with policy implications clearly articulated.

Budget management

- Assume overall responsibility for financial management of the programme, including approving and monitoring financial transfers and Saferworld direct expenditures.

Monitoring & Evaluation

- Ensure timely and high quality donor and internal reporting which effectively captures programme impact and contributes to institutional learning.

Line Management

- Oversee recruitment for all staff and consultants/advisors to support the programme team
- Provide effective line management and support to the Research Coordinator and consultant technical advisors

Internal and external relationships

- Raise awareness of Saferworld's programme among the international community and maintain a good working relationship and communication with all members of the Somalia programme team, Nairobi Office, and headquarters colleagues.
- Liaise with relevant Somalia government officials
- Report regularly to the donor.

Support for Somalia Team

- Contribute to team-wide processes and activities, including annual planning, outcome harvesting and team building.
- As needed, support and engage in the Somalia programme's outreach to donors, programme development, advocacy and coordination with other actors in Kenya and Somalia.

Person Specification

Knowledge

- Graduate degree in political science, security, peace/conflict studies or related field, with a specific emphasis on conflict transformation, or equivalent professional experience
- Familiarity with international donor aid management regulations

Experience

- A minimum of 5 years relevant programme/project management experience in a developing context.
- Solid experience as a team leader on peacebuilding and conflict transformation
- Experience of working in sensitive political settings and situations affected by conflict and fragility
- Experience of working on conflict, governance and peacebuilding issues in the Horn of Africa, including on Somalia/land
- Experience drafting high quality research papers on issues of conflict and peacebuilding
- Experience of conceiving, developing and implementing result frameworks and M&E systems and scenario planning and risk management systems including risk matrixes
- Experience of managing and administering grant schemes and programmes supported by international development partners (dialogue, financial management, accounting, contracting, and procurement).
- Detailed knowledge of conflict dynamics in Somalia and/or of relevant thematic issues (mediation/peace negotiation, counter-terror and stabilisation approaches etc) would be a considerable advantage.
- High level of professionalism and discretion
- Awareness of information security protocols and their application.

Skills

- Excellent research, writing, communication and interpersonal skills.
- Good written and spoken English

Terms & Conditions

Location: Nairobi, Kenya
Salary: £38,000 - £42,000 gross/year
Annual Leave: 28 days per year
Contract length: Open subject to funding
Probation period: 3 months

APPLICATION PROCESS

Please complete an application form (www.saferworld.org.uk/about/jobs) and send to jobs@saferworld.org.uk. **Do not send your CV** as this will not be accepted in place of, or in addition to, a completed application form

Please use subject heading – **Ref: LRSOM**

Deadline for applications: 31st May 2017