

Job description



Job Title:	Conflict and Security Adviser (2 posts with focus on: global conflict policy processes; security, justice and governance), Policy, Advocacy and Communications Division
Location:	London (UK)
Purpose:	<p>Contribute to and lead aspects of Saferworld’s policy development, research and advocacy work, and provide technical support to Saferworld’s in-country programming and to external partners</p> <p>Play a key role in strategic planning and implementation regarding Saferworld’s policy work on global conflict prevention policy processes, security and justice, and/or governance and contribute significantly to the planning and delivery of other Policy Programme strategies and projects</p> <p>Provide high-level policy advice and technical assistance to support the design and implementation of Saferworld’s regional programme teams, and provide advice and assistance to external partners as appropriate</p>
Reporting to:	Senior Conflict and Security Adviser
Key relationships:	<p>Other advisers in the Policy, Advocacy and Communications Division (PAC)</p> <p>Key staff in Saferworld’s regional programmes in Africa, Asia, Europe and the Middle East</p> <p>Key staff in the Fundraising and Operations Programmes</p> <p>Relevant Saferworld partner organisations, international institutions, government stakeholders, the corporate sector</p>

Background: Saferworld is an independent non-governmental organisation that works to prevent violent conflict and build safer lives. We work with civil society, governments and international organisations to encourage and support effective policies and practices through advocacy, research and policy development, and through supporting the actions of others. Our 2017-2020 Strategic Plan will maintain an overall focus on five strategic objectives:

- 1:** Strengthen people’s security and access to justice through the development and effective delivery of responsive, accountable and locally-appropriate security and justice
- 2:** Challenge gender norms that cause and perpetuate conflict and insecurity
- 3:** Reduce the impact of external conflict drivers, including weapons flows, illicit finance, and militarised responses to security threats
- 4:** Ensure international political, economic, development and security engagement in conflict-affected contexts is sensitive to conflict dynamics and contributes to sustainable peace

5: Promote peacebuilding processes and governance systems that are inclusive, fair, responsive and accountable, and address the root causes of conflict

The Adviser(s) will work within the Policy, Advocacy and Communications Division (PAC). PAC proposes and advocates for improved policies and practices relating to conflict, security, aid, governance and arms control. It works closely with Saferworld's in-country programmes, both to strengthen the quality of programming across the organisation and to ensure that our policy recommendations are grounded in evidence and experiences from conflict-affected contexts as well as being responsive to people's needs and perspectives. Activities typically include: conducting targeted advocacy towards opinion-shapers and decision-makers; developing research programmes on key policy areas; providing in-country mentoring, training and programme development support; contributing to cross-organisational learning processes; and delivering seminars or workshops to relevant government, NGO and business actors.

The exact focus of these posts will depend on the expertise of the successful candidates in relation to the needs of the team, but the successful candidates will have policy and programmatic expertise in at least two of the following thematic areas:

- **Upholding peace commitments in the Sustainable Development Goals**
- **Promoting constructive alternatives to counter-terrorism and stabilisation**
- **Security and justice**
- **Governance/state-society relations**
- **Inclusive peace processes**

Saferworld's policy advisers are expected to show considerable leadership within the organisation, and the successful candidate will be asked to make a significant contribution to objectives on these themes. The Adviser may also be required to contribute support in other policy priority areas.

In addition, Saferworld is committed to integrate conflict- and gender-sensitive approaches to all its work. Candidates should be able to demonstrate their understanding and experience applying these approaches.

Job Purpose: Contribute to and lead aspects of Saferworld's policy development, research and advocacy work, and provide technical and mentoring support to Saferworld's in-country teams and external partners.

Undertake policy research and analysis, provide expert advice and capacity-building, develop and implement advocacy strategies in relation to the thematic areas specified above.

Develop relationships and collaborate with civil society, governments and corporate actors as relevant.

Summary of key areas of responsibility:

1. Strategic planning and development of new and innovative policy agendas
2. Designing and conducting field research and developing policy recommendations
3. Working with SW country teams to develop and implement integrated strategies
4. Developing and maintaining strategic partnerships and coalitions
5. Technical support to governments, development agencies, corporate actors
6. Organisational learning, monitoring and evaluation
7. Proposal development and donor relations

Duties:

1. Strategic planning and development of new and innovative policy agendas

- Contribute to the development and implementation of Saferworld’s Strategic Plan 2017 – 2020, and in particular to the implementation of strategies to uphold peace commitments under the Sustainable Development Goals, constructive alternatives to counter-terrorism and stabilisation, security and justice, governance and state-society relations, and inclusive peace processes, in close partnership with other parts of PAC and with the regional programmes.
- Contribute to, and support, the development and implementation of other PAC-led strategies and projects as appropriate.
- Identify and build synergies between policy plans/strategies and the plans and strategies of regional/country programmes.
- Contribute to the design, monitoring and evaluation of Saferworld’s policy, advocacy and communications work and the feeding of relevant lessons into ongoing strategy development and programme design.

2. Designing and conducting field research and developing policy recommendations

- Design, manage and implement research activities that advance Saferworld’s understanding of key policy challenges and responses, particularly with regard to SDG implementation, counter-terror/CVE and stabilisation approaches, security and justice, governance and peace processes.
- Develop, manage and implement research activities that advance Saferworld’s understanding of these issues on the ground in conflict-affected states: particularly what works in supporting peaceful, just and inclusive societies.
- Write high quality research reports, briefings, policy papers and training materials aimed at donor governments, international institutions, parliamentarians and journalists.
- Promote Saferworld’s priority issues through liaison with relevant officials in government, security agencies and the judiciary, international institutions, parliaments, NGOs, academia, the private sector and the media and represent Saferworld and partners in national and international events (in partnership with the Advocacy Team).
- Deliver presentations and facilitate training sessions on the above issues, as appropriate.

3. Working with SW country teams to develop and implement integrated strategies

- Engage with selected country/regional teams in order to ensure coherence and complementarity between Saferworld’s country strategies and global policy objectives
- Work with specific country teams jointly to develop and implement national-level strategies that reflect our global policy objectives, and will in turn inform them
- Provide capacity building to Saferworld staff and partners and support them in relation to relevant policy processes or thematic areas
- Provide policy advice and technical assistance as appropriate to Saferworld’s regional programmes, including in Africa, the Caucasus, Central and South Asia and the Middle East.

4. Developing and maintaining strategic partnerships and coalitions

- Initiate, develop and maintain positive working relations with strategic partners in the policy community, including multilateral agencies, government departments, think-tanks, universities, INGOs and the private sector
- Regularly assess the rationale and cost-benefit of these partnerships to ensure they continue to advance Saferworld’s strategic objectives, and in an effective manner
- Ensure that how we engage with partners is consistent with Saferworld’s principles and values

5. Technical support to governments, development agencies, corporate actors

- Provide policy advice, capacity building or technical assistance as appropriate to Saferworld's external partners, for example through 'helpdesk' requests and short-term consultancies.

6. Organisational learning, monitoring and evaluation

- Work with other members of the policy team, regional advisers, and the Organisational Development Unit to strengthen processes for cross-organisational learning on key policy processes and thematic issues.
- Participate in (or lead) learning exercises on particular issues relating to the SDGs, CT/CVE, security & justice, governance and peace processes,
- Participate actively in, and strengthen, internal M&E systems, including regular outcome harvesting.
- Work with country programmes to develop and share learning on programme effectiveness within and beyond Saferworld.

7. Proposal development and donor relations

- In coordination with the Funding team, actively explore new funding opportunities for Saferworld's work
- Play a lead role in drafting concept notes, funding proposals and budgets; and similarly in reports to donors.
- Ensure accurate reporting and monitoring of project funds.
- Manage consultancies for relevant policy/technical work and deliver high quality advisory support to external partners/clients.

PERSON SPECIFICATION

Knowledge

- A post-graduate degree in international relations, conflict/peace studies or a similar discipline, or equivalent professional experience
- Understanding of key conflict drivers and major approaches to addressing them
- Knowledge of research methodologies
- Knowledge of monitoring and evaluation

Experience

- A minimum of 6 years' relevant experience, with demonstrable knowledge and understanding of international development, peacebuilding and conflict prevention,
- Particular expertise in at least two of the following areas: security and justice, promoting peacebuilding alternatives to counter-terrorism/countering violent extremism, governance/state-society relations, application of human rights approaches in conflict affected contexts, inclusive political settlements or the sustainable development goals, including relevant international discourses, frameworks, policies and key actors.
- Proven experience in designing robust and rigorous research methodologies and conducting high quality social research on the above issues
- Experience of working in at least two conflict-affected or fragile contexts
- Experience of working with national governments, international organisations, large multi-mandate development NGOs, the corporate sector, and civil society actors – particularly in conflict-affected and fragile contexts
- Solid understanding of key concepts and principles behind conflict and gender sensitivity, and experience of integrating conflict- and gender-sensitive approaches into humanitarian, development and security initiatives in a range of contexts.
- Experience in providing professional advice, including on a consultancy basis, to the private sector, multilateral bodies and/or governments would be an advantage
- Experience in workshop design, facilitation, training and capacity-building
- Track record of influencing policy and/or practice of governments and other actors on peace, security, justice and/or governance themes.

Skills

- Rigorous analytical, research and/or evaluation skills
- Demonstrable ability to write research reports, policy papers, briefings and articles, as well as in other styles, as well as communicating in other forms, such as blogs and vlogs
- Excellent written and oral communication skills. Fluency in written and spoken English, and preferably one other language
- Proven ability to work alongside, and to learn from, a wide range of people and organisations, including Southern partners (governments and civil society organisations)
- Creativity, flexibility, self-motivation and the ability to prioritise workloads to meet deadlines
- Commitment to improving international engagement in conflict-affected contexts and experience-based ideas as to how this can be achieved.

Other

- Willingness to travel overseas (for up to approximately three months in the year, typically not for more than 1-2 weeks per trip)

TERMS AND CONDITIONS

- **Probation:** There will be a probationary period of three months.
- **Salary range:** £36,201-£42,285 gross per year.
- **Holidays:** There are 28 days holiday a year (Jan-Dec) in addition to relevant public holidays.
- **Pension:** 9% employer's contribution to a personal pension fund (with 2% contribution from employee).
- **Hours:** Standard working week is 37.5 hours a week. However, the demands of the job are likely to be such that a willingness to work longer hours, as required, will be necessary.

APPLICATION PROCESS

To apply please email full CV and covering letter, detailing how you meet the selection criteria to Marie Aziz at recruitment@saferworld.org.uk (please use subject heading: Ref: ACS2).

Deadline for applications: 11 January 2017.

This is a London based role; posting in other locations may be considered if it fits with Saferworld strategic and programming priorities; please confirm in your covering letter that you are eligible to work in the UK.

Interviews are scheduled for the week of 23 January 2017. We regret that only shortlisted candidates will be contacted.