

JOB DESCRIPTION

Job Title:	Conflict Policy Adviser
Location:	Brussels
Reporting to:	Head of Global Policy and Advocacy and Head of the EU office
Salary:	€45,000 - €51,000
Contract terms and hours:	CDI. Standard working week is 38 hours. 28 days per calendar year (Jan – Dec)

Background:

Saferworld is an independent international organisation working to prevent violent conflict and build safer lives. We work with people affected by conflict to improve their safety and sense of security, and conduct wider research and analysis. We use this evidence and learning to improve local, national and international policies and practices that can help build lasting peace. Our priority is people – we believe in a world where everyone can lead peaceful, fulfilling lives, free from fear and insecurity. We are a not-for-profit organisation operational in 12 countries across Africa, Asia and the Middle East.

Globally, we advocate for international security and development policies that are conflict sensitive and create conditions for sustainable peace. Our long-standing work on arms control, peacebuilding responses to terrorism and migration, the Sustainable Development Goals, and Gender, Peace and Security makes us well positioned to push for these issues at European and international levels.

The Conflict Policy Adviser will work within the Global Policy and Advocacy team which is part of the Policy, Advocacy and Communications (PAC) division. PAC promotes improved policies and practices relating to conflict and insecurity. It works closely with Saferworld's in-country programmes and civil society partners, 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. In the framework of GPA, the Conflict Policy Advisor will be working as part of the EU office team based in Brussels with the Head of EU office, EU policy and advocacy officer, as well as the admin and finance officer.

The focus of this post is to:

- Engage with the EU and its member states on peacebuilding issues.
- Encourage power-holders in Europe and elsewhere to consider how their migration, counter-terror, stabilisation and security engagements impacts on conflict dynamics. Encourage responses addressing drivers of conflict and promoting peace, human rights and development.
- Play a leading role in shaping and strengthening Saferworld's international policy and advocacy work on conflict issues, ensuring a strong voice for conflict-affected people and peacebuilding perspectives in key international peace and security debates and decision-making processes.
- Develop and deliver strategies and projects in the area of peacebuilding responses to crises and threats, with a focus on migration controls, as well as on counter-terrorism, stabilisation and relevant global conflict policy processes. Help to ensure a strong voice for Saferworld's regional programmes and partners in international peace and security debates and decision-making processes.

In recent years, Saferworld has played a prominent role in global conflict policy debates (e.g. on the New Deal, the Sustainable Development Goals and the Arms Trade Treaty), offering an independent and evidence-based perspective. We have an advocacy team spanning London, Brussels, Washington and Vienna with frequent engagement in New York, Addis Ababa and other global policy centres.

Job purpose:

The Adviser will help advance Saferworld's work on peacebuilding responses to crises and threats, with a particular focus in the immediate term in shaping our policy and advocacy agenda regarding securitised responses to irregular migration and their implications for peace, rights and governance overseas. Our past work on this theme identifies several challenges and suggests the need for new, more effective and sustainable strategies that are more focused on peacebuilding and promoting human rights. This work is closely connected to our wider agenda of research and advocacy regarding international stabilisation, counter-terror and countering/preventing violent extremism efforts and their impacts on peace, rights and governance in relevant contexts.

Roles and responsibilities:**1. Contribute to strategic planning and development of new global policy and advocacy initiatives – in particular on peacebuilding approaches to migration**

- Contribute to the implementation of Saferworld's Strategic Plan 2017 – 2021, help Saferworld adapt to new policy realities and priorities, and support the development of global elements of future strategic plans.
- Together with the Head of Global Policy & Advocacy, help shape Saferworld's strategies on peacebuilding responses to crises and threats (with a lead role on migration as well as contributing on counter-terror and stabilisation themes).
- Support Saferworld's research and advocacy agenda on conflict dynamics (including possibly in MENA)
- Identify and build synergies between policy strategies and those of regional/country programmes and partners.
- Contribute to and support the development and implementation of other PAC-led strategies and projects as appropriate.

2. Contribute to the implementation of the strategy of Engaging the EU and EU member states on peacebuilding issues

- Contribute to the implementation of the EU advocacy strategy, EU office annual plan and contribute to the development of 2020-2021 EU office annual plan
- Contribute to expanding and reinforcing our engagement with policy communities in key European capitals and taking on co-leadership responsibility with the Head of EU office for advancing Saferworld's strategy on Engaging the EU and EU member states on peacebuilding issues
- Support Saferworld's research and advocacy agenda on conflict dynamics in Libya and the Sahel.
- Contribute to analysis on European priority countries and contribute to policy processes in those countries
- Support our partners in conflict affected countries to explain impacts and solutions in European spheres
- Contribute to countering EU and EU member states migration-security nexus narratives

3. Deliver research and advocacy projects on peacebuilding responses to crises and threats, in particular on migration and security assistance themes and conflict dynamics in Sahel/MENA

- Design, plan and implement policy research on counter-migration challenges and initiatives.
- Write high quality research reports, briefings, policy papers and training materials aimed at politicians, officials and opinion shapers.
- Develop and deliver strategies for policy dialogue, advocacy and communication on research findings.
- Represent Saferworld and its partners in national and international discussions on relevant topics.
- Plan and manage expenditure for advocacy initiatives led by the Global Policy and Advocacy team.

4. Help Saferworld develop relationships with relevant partners and coalitions

- Help us develop and maintain relationships with government, security agencies, international institutions, parliaments, NGOs, academia, think tanks, the private sector and the media to advance Saferworld's strategic objectives, in particular towards the EU and key member states.
- Ensure that how we engage with partners is consistent with Saferworld's principles and values.

5. Ensure a strong voice for Saferworld's regional programmes and partners in international debates and decision-making processes

- Liaise with Saferworld heads of region, country managers and civil society partners to amplify their perspectives and priorities in international debates and decision-making processes.

6. From time to time, provide technical support on conflict issues to governments, development agencies and corporate actors

- In coordination with Saferworld staff managing relevant projects, provide policy advice, capacity building or technical assistance as appropriate to Saferworld's external partners, for example through 'helpdesk' requests and short-term consultancies.

7. Assist in supporting Saferworld programmes to develop conflict sensitive responses to migration and forced displacement

- Provide thematic advice and support to regional colleagues in Africa, Central and South Asia and the Middle East on issues related to migration and forced displacement. This may include policy and advocacy support as well as programme design, implementation, monitoring, evaluation and learning.
- Work with specific country teams jointly to develop and implement national-level strategies that reflect and inform our global policy objectives.
- Provide capacity building and accompaniment to Saferworld staff and partners and support them to engage in relevant international policy and advocacy processes.

8. Support organisational learning, monitoring and evaluation processes

- Ensure the global policy and advocacy team regularly takes stock of its impact through regular outcome monitoring, and adjusts strategy accordingly.
- Feed relevant lessons into ongoing strategy development and programme design.
- Work with country programmes to develop and share learning on programme effectiveness within and beyond Saferworld.

9. Help develop funding opportunities and manage relations with donors on global policy and advocacy programmes

- Together with the Head of Global Policy and Advocacy, Saferworld's funding team and other colleagues, actively explore new funding opportunities for Saferworld's work.
- Fundraise to enable the implementation of Saferworld's strategy on Engaging the EU and EU member states on peacebuilding issues
- Manage and build relations with existing and potential donors and ensure we are effective in developing a sustained funding base in support of our global and other strategies and priorities.
- Draft concept notes, funding proposals and budgets as and when required.
- Support the team to ensure accurate and timely reporting and monitoring of project funds and compliance with transparency requirements regarding policy and advocacy projects.

Key working relationships

- **Colleagues in the global policy and advocacy team** – working with our dedicated EU, UK and US staff, help develop advocacy engagement with the EU and EU Member States and occasionally other actors such as NATO, the OECD, the UK and the US/UN regarding key issues.
- **Colleagues in the Research and Learning and Programme Support and Learning teams** – designing research uptake and evidence-based advocacy strategies
- **Colleagues in regional programmes** – liaising on advocacy towards national, regional and international decision-making processes.

Scope and accountability

Decision making and limits of authority	The post-holder is expected to show considerable leadership within the organisation and will be asked to make a significant contribution to the achievement of our strategic objectives and cross-cutting priorities. Advisers are also expected to contribute to priority thematic areas, including: strengthening people's access to security and justice, challenging gender norms that cause and perpetuate violent conflict, and promoting inclusive peace processes and political transitions that address the drivers of violent conflict.
Financial resources	N/A
Other resources	Responsible for cross-regional and organisational information-sharing and lesson learning resources
People management	Possibly 1 staff member at present – with scope to expand dependent on funding

Legal, regulatory and compliance responsibility	N/A
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Person specification

Knowledge, qualifications and experience

- Strong understanding of conflict, governance, security, migration and human rights dynamics in the Middle East, north Africa and/or the Sahel. Candidates from these regions are strongly encouraged to apply.
- Strong understanding of the EU and the EU member states' policy environments on peace, security and migration issues
- A post-graduate degree in international relations, conflict/peace studies or a similar discipline, or equivalent professional experience
- Understanding of key conflict drivers, political dynamics and debates relating to conflict, security and development and options for engaging with them
- Expert knowledge on peacebuilding, stabilisation, counter-terror, governance and/or human rights.
- Knowledge of research and evaluation methodologies.
- Knowledge of relevant tools for context analysis and planning advocacy engagement.
- Solid understanding of key concepts and principles behind conflict and gender sensitivity.
- Significant relevant experience, with demonstrable knowledge and understanding of international development, rights/governance and/or peacebuilding and conflict prevention issues.
- A track record of working on peacebuilding, governance and/or human rights in at least two contexts significantly affected by violent conflict, terror threats, repression, forced displacement and/or human rights abuses – preferably in MENA/the Sahel.
- Track record of influencing policy and/or practice of governments and other actors on peace, security, and/or governance and human rights themes.
- Experience in fundraising
- Experience in developing policy and/or advocacy strategies and working on policy research, advocacy and communications.
- Experience engaging with international and national discourses, frameworks, policies and key actors on these themes at national and regional, EU and European spheres or UN level would be an advantage.
- Experience in designing and conducting high quality social research on the above issues would be an advantage.
- Experience in workshop/event design, facilitation, training and capacity-building would be an advantage.
- Experience in representation and delivery of presentations in different fora

Skills and abilities

- Rigorous analytical, research and/or evaluation skills
- Demonstrable ability to write research reports, policy papers, briefings and articles, as well as communicating in other forms, such as blogs and vlogs
- Ability to represent Saferworld and deliver presentations in conferences in Brussels and in European capitals
- Good interpersonal skills, networking skills and proven ability to work as an effective team-player and to collaborate with other NGOs and partners
- Excellent written and oral communication skills. Fluency in written and spoken English.
- Linguistic skills in other languages (French, German, Italian) desirable.
- Ability to manage complex workloads and to develop and deliver work plans effectively with teams working across multiple locations.
- 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

Personal qualities

- Commitment to improving international engagement in conflict-affected contexts and experience-based ideas as to how this can be achieved.
- Commitment to and compliance with Saferworld's safeguarding principles
- Commitment to respect and value equality and diversity, and understanding of how this applies to own area of work
- Commitment to own continuing personal and professional development

- Commitment to the vision, mission and values of Saferworld
- Proactive with a high degree of self-motivation
- A positive problem-solving approach
- Ability to work well within a team with a team-spirit

Other requirements

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

Application process

To apply: Download and complete an application form at <http://www.saferworld.org.uk/jobs/jobs> and send to Marie Aziz at jobs@saferworld.org.uk (Ref: EUCPA)

Deadline for applications: 17 November 2019