



Research Fellow – Climate and Sustainability

Ref.: CAS0622

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ODI is an equal opportunities employer.

The ODI is a Charitable Company limited by guarantee:
Charity No: 228248. Registered in England and Wales: Company No: 661818.

Candidates are strongly advised to study ODI's activities and objectives before completing an application form. Further information can be found on odi.org.

An introduction to ODI

Who we are

ODI is an independent, global think tank, working for a sustainable and peaceful world in which every person thrives. We harness the power of **evidence** and **ideas** through research and partnership to confront challenges, develop solutions and create **change**.

ODI has around 200 staff, most of whom are researchers with the remainder providing a range of communications and professional expertise.

What we do

- We undertake cutting-edge research and analysis to generate evidence, ideas and solutions.
- We act as trusted, expert advisers to those making change around the world.
- We bring people together to turn ideas into action.
- We communicate our work around the world to increase its reach and impact.

Our work

Our work addresses four key global challenges, and explores the tools and approaches needed to enable progress and address risks.

Our values

We are passionate about our mission and work as one to achieve our purpose.

We are committed to being the best, striving for quality and excellence in everything we do

We work strategically to deliver shared goals.

We are wholehearted in working to our stated values, codes of ethics & conduct.

We take care to work within the principles and boundaries set by the legislature, funders, regulators, and professional bodies.

We respect and celebrate the diversity of the places and cultures in which we operate.

We strive to be inclusive and are active in promoting a supportive work environment.

We are proud to work for ODI, promoting the good reputation and image of the organisation, wherever we may be in the world.

F.I.R.E

ODI's Values-Behaviour Framework

<i>Values</i>	<i>Guiding Principles</i>
Fearless	<ul style="list-style-type: none">• We have the courage to take an independent perspective• We are not afraid to challenge the status quo• We are agile and prepared for change• We speak out against injustice and unacceptable behaviour
Inspirational	<ul style="list-style-type: none">• We are passionate about our mission and purpose• We are truly international, working in partnership to tackle issues of global and local concern• We strive for excellence and to be the best at what we do• We aim to be a positive influence for change
Rigorous	<ul style="list-style-type: none">• We are experts in our field• We are socially and culturally aware• We ensure high quality analysis and evidence that is robust• We facilitate the transformation of ideas to policy
Ethical	<ul style="list-style-type: none">• We act in accordance with our Codes of Conduct• We are zealous in our safeguarding & ethical research practices• We abide by our written rules on business ethics• We believe in transparency, openness, honesty, fairness and integrity in everything we do

Job description

Job Title:	Research Fellow
Department/Group:	Climate and Sustainability
Responsible to:	Director of Programme
Responsible for:	(S)ROs/interns as appropriate

About Us

ODI is an independent, global think tank, working for a sustainable and peaceful world in which every person thrives. We harness the power of evidence and ideas through research and partnership to confront challenges, develop solutions and create change. Our Principal and Senior Research Fellows are widely recognized as world-class experts or authorities in their own field. They lead substantial bodies of work on one or more specific topics, typically combining research, advisory work and public affairs.

The Climate and Sustainability Programme at ODI is working to build a more equitable world, underpinned by climate-compatible development and sustainable stewardship of natural resources. We use robust data to influence governance, policy and investment in ways that reduce poverty, inequality and environmental degradation. We support governments, communities and industries to secure just and sustainable transitions, drawing on our renowned expertise in energy, cities, agriculture, land, water, and the connections between them.

ODI's broader expertise and track record in agricultural policy, humanitarian policy and resilient supply chains means that we are exceptionally well-positioned to provide intellectual leadership and technical assistance on food security.

Purpose of Job

We are now recruiting a Research Fellow to help develop our emerging portfolio on food security in an era of urbanisation, rising poverty and climate change. The successful candidate's initial portfolio will have a strong focus on sustainable, healthy diets in cities. Over the longer-term, the successful candidate will be responsible for:

- Designing, fundraising for, conducting and managing high-quality, innovative projects relating to food and/or urban systems, with support from Senior/Principal Research Fellows and the Programme Director;
- Providing technical assistance and policy advice to senior decision-makers at national and subnational level;
- Participating in public affairs and representing the institute on issues relating to food and urban systems, in line with the Institute's overall strategy (which includes a dedicated pillar on tackling the climate, environment and biodiversity crisis).

While based in the Climate and Sustainability Programme, the successful candidate will have the opportunity to work with ODI colleagues across other programmes including the Humanitarian Policy Group (HPG), Global Risks and Resilience (GRR), Politics and Governance (POGO) and Gender Equality and Social Inclusion (GESI). The successful candidate will also have the opportunity to work with our exceptional network of partners and clients, including national and subnational governments, civil society organisations, businesses and research institutes on six continents.

Main Duties and Responsibilities

Research

- Develop new concepts, ideas and methods to extend intellectual understanding and inform policy relating to sustainable, healthy food and/or urban systems.
- Author research reports, policy briefs and other documents for publication by designing and undertaking analysis, and interpreting, evaluating and writing up the findings.
- Coordinate internal and external peer review processes for the RF's own publications.
- Assess, interpret and evaluate the outcomes of research, and develop ideas for the application of research outcomes.

Policy Advice, Public Affairs, and Dissemination

- Monitor and analyse developments in the external environment to identify opportunities for policy influencing around food and cities.
- Carry out public affairs work, promoting ideas, knowledge and institutional concerns with the aim of informing policy and programmes relating to food security and inclusive urban development.
- Disseminate the results of research through publishing in peer reviewed journals, presentations at conferences and events, responding to ad hoc media requests in area of specialization, production of creative communications, etc (with the support of the Public Affairs and Communications team).

(Some travel may be required for research, policy advice and public affairs).

Project Management

- Take responsibility for the implementation, and administrative and financial management, of research, advisory and public affairs projects, with support from Senior/Principal Research Fellows and Project Managers;
- Manage the work of staff and partners working on the RF's own projects.

Fundraising:

- Develop research proposals that can secure external funding to sustain the successful candidate's own professional activities and those of early-career researchers that they manage, and to contribute to covering the Institute's costs.

Line management

- Recruit, induct, develop, and support directly managed staff (interns and (Senior) Research Officers) to deliver high-quality work and to support their professional development and wellbeing.
- Review resource needs and implement strategies to meet changing workloads of direct line reports.
- Set appropriate objectives aligned with team/institutional priorities, and monitor and manage performance against these.

Collegiate life

Contribute to the Institute's collegiate life through:

- Actively creating and seeking out opportunities for cross-ODI working, including through joining activities as discussion groups, staff meetings, working groups and interview panels.
- Undertaking peer review and provide analytical guidance to colleagues working in related arenas.

Person Specification

Essential

Knowledge and Qualifications

- A degree and post-graduate qualification in a relevant discipline;
- Extensive and deep knowledge of key issues and organisations relating to food or urban systems, and particularly how these systems shape health and environmental outcomes
- fluency in English, and preferably a good command of at least one other language.

Experience

- Experience in policy-oriented research and/or direct policy formulation, demonstrated by a track record of publications and/or delivery of major policy initiatives;

Skills/Abilities

- Strong research and analytical skills
- Capacity to write clearly and persuasively, and first-class verbal communication skills.
- Ability to translate research and policy ideas into compelling and fundable projects and initiatives.
- Skills in negotiation, listening, communication of ideas, problem solving, decision making.
- Proven organisational and time management skills, including managing a complex and varied workload.

Desirable

- Fluency in a language or languages other than English
- Track record of engagement in national or global policy processes (such as United Nations, multilateral development banks or G7/G20 initiatives) and/or with politicians, officials, business executives and other decision-makers in economies at diverse levels of income.
- A PhD on a relevant topic.
- Regular contribution to academic journals, including in an editorial capacity.

Key Relationships and Contacts

Internal:

Directors of Programme, researchers, communicators and project managers across the institute, but particularly within the climate and sustainability team.

External:

National governments, bilateral and multilateral organisations (e.g. World Food Programme), NGOs, research institutes and media as appropriate.

Major donors, bi-laterals and multilateral organisations, including DFID, the World Bank/IMF, UN agencies, EU, DAC, bi-laterals, developing country governments, international and national NGOs. Academic institutions and individuals. Public institutions with an interest in development (schools, professional groups). Media as appropriate.

Fundraising and joint project development.

- DFID and other bilateral and multilateral donors and related organisations (EU, OECD, UN, World Bank etc.)
- Policy and advocacy staff at development NGOs, nationally and internationally
- Academics and other researchers, nationally and internationally

All staff are expected to:

- Positively support equality of opportunity both within ODI and externally
- Help maintain a safe working environment and take responsibility for own and colleagues' Health and Safety
- Undertake such other duties within the scope of their post as may be requested by their Manager

Application process

ODI job site: <https://odi.org/en/careers/>

Expenses: It is our policy to only support the travel expenses to attend an interview for those who are travelling from outside the UK. Please contact the HR Department to discuss this and to ensure their approval prior to booking.

Terms of employment

Location: ODI hub is based at 203 Blackfriars Road, London SE1 8NJ, UK

Salary: £45,000-£57,000 per annum on ODI's pay structure. Starting salary will be dependent on qualifications and experience, and subject to review.

Salary will be payable by equal monthly instalments (half in advance, half in arrears) on the 15th day of each month.

Hours: 09:30–17:30, Monday to Friday, 35 hours per week.

Contract: Fixed-term All contracts of employment are subject to a six-month probationary period.

Leave: 25 days per annum, plus statutory holidays and 3 days' paid leave for the office closure during the Christmas and New Year period. Maternity, paternity, adoption and parental leave. Full-pay sick leave after a qualifying period.

Pension: Generous company pension scheme. The Institute offers a contributory pension scheme with the Universities Superannuation Scheme (USS).
www.ussq.co.uk

Union: ODI recognises UNITE and all staff have the right to become members.

Additional benefits

Flexible working options: Support in maintaining a healthy work-life balance, e.g. part-time working, compressed hours, term-time.

Hybrid working: Working at the hub/remotely within the UK.

Maternity, paternity and adoption leave: Enhanced pay for eligible employees after a qualifying period.

Loans: The Institute offers an interest-free season ticket loan on completion of probationary period.

Cycle to Work Scheme: Save up to 42% on the value of a bike and accessories for commuting, and pay monthly through your salary.

Employee assistance programme: Confidential Health and wellbeing support.

Relocation: Assistance is available towards employees who have been recruited from a place outside the UK.

ODI Groups: A number of social and cross-department work groups, e.g. Podcast Society, Book Club, The Anti-Racist Reading Group, Softball Team, Diversity Forum and others.

Other information

ODI hub is based at: 203 Blackfriars Road, London, SE1 8NJ.

The hub is close to a wide range of cafes and bars, and to Waterloo, Waterloo East and Southwark stations. Central location with good transport connections to all parts of London.

ODI hub is within easy walking distance of South Bank Concert Halls, the Old Vic and National Theatres.



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