

Research Fellow or Senior Research Fellow – Global Risks and Resilience

Ref.: GRR0123

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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 a leading global affairs think tank. We inspire people to act on injustice and inequality. We focus on research, convening and influencing, to generate ideas that matter for people and planet.

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 lead thinking and agendas to deliver transformational change and bring about a global sense of resilient, just and equitable prosperity.

- 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:

1. Shaping the future of global cooperation
2. Tackling the climate, environment and biodiversity crisis
3. Fostering a more equitable and sustainable global economic order
4. Advancing human rights, addressing conflict and promoting peace

Digitalization cuts across these global challenges and is also a key focus of our work. Across these themes, we explore the tools and approaches needed to enable progress and address risks.

Our values

ODI is guided by four core values. Together we are **fearless**, **inspirational**, **rigorous** and **ethical** (F.I.R.E) in all that we do.

F.I.R.E

ODI's Values-Behaviour Framework

Values

Fearless

Guiding Principles

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

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

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

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

Attitudes & Behaviours

- 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 and in partnership to deliver shared goals;
- We are wholehearted in working to our stated values, codes of ethics & conduct;
- We take care to work within the 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.

Job description

Job Title:	Research Fellow/ Policy Lead- Climate and Security Risk – – Sahel, Horn of Africa and the Middle East
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Department/Group:	Global Risks and Resilience
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Responsible to:	Director of Programme
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Responsible for:	Research Officers/Interns as appropriate
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Purpose of job

The Global Risks and Resilience Programme team pioneers research, analysis and policy advice to understanding risk and managing uncertainty. We look at the nexus between new and emerging threats – climate change, the COVID-19 pandemic, economic and financial instability, transnational criminal networks and terrorism, cyber disruption and disinformation, geopolitical volatility and conflict – to understand the impacts on poverty, socio-economic development, and the required policy responses.

We bring together a multi-disciplinary team to adopt an approach which is grounded in the recognition that threats, hazards, exposures to them and vulnerabilities create intersecting conflict and climate risks, and need to be studied as such by promoting risk-informed development approaches to that enables:

- systematic investigation of multiple threats to development objectives, and the trade-offs that will arise from choosing particular actions
- understanding of the risk preferences¹ and strategic priorities of key actors from decision-makers to citizens, that can influence the direction and success of programming outcomes
- generation of foresight to anticipate evolving, emerging and new risks and opportunities within rapidly changing socio-technological conditions and how these can interact with development decisions

By doing so, we aim to support greater coherence between, and successful implementation of, international crisis-prevention and sustainable development agendas.

For this role we are looking for candidates that have a deep understanding of the impact of climate change and external shocks in conflict and fragile political settings (including current discussions around 'Loss and Damage'); national adaptation planning and accessing finance for adaptation in conflict and fragile affected states.

We welcome candidates with extensive experience in fragile, conflict and vulnerable states in the Sahel, Horn of Africa and the Middle East. Candidates should have a strong track record and expertise in working in countries **affected by conflict** with extensive experience in: disaster risk and climate change governance; risk finance, peace, conflict, violence and security; natural resources and political economy; and migration and displacement.

Under the supervision of the Director of Programme and senior research fellow, the post holder will contribute to the thought leadership, policy advice and analysis.

ONLY CANDIDATES WITH DEMONSTRABLY RELEVANT EXPERIENCE SHOULD APPLY.

Main duties and responsibilities

Policy advice, analysis and dissemination

- Authoring and co-authoring research reports, policy briefs, blogs and other documents for publications that critically examine current narratives around climate change and security, and reframe the narratives by bringing in perspectives that are currently missing from the table.
- Representing ODI in public affairs around thematic area, including organising workshops and public events, presentation of research results at international fora, conferences and meetings with the aim of informing policy.
- Respond to ad hoc media requests in area of specialisation
- Sit on advisory committees for other research and advisory work, within and outside ODI
- Use and build relevant networks and support the development of Programme contracts

Fund Raising

- Lead on business development, strategy and development of research proposals, expressions of interest and full project proposals
- Conceptualise, manage and produce technical inputs to ODI publications and strategies, with the aim of informing policy.
- Undertake travel overseas for research-related purposes.
- Seek external funding for research proposals both to sustain the RF's own professional activities and to contribute to the Institute's costs and to meet individual and collective financial targets.
- Monitor and analyse developments in the external environment

Project Coordination

- Liaise with and report to donors and partners, managing budgets and consultants and the inputs of other project partners
- Take responsibility for the implementation and administrative and financial management of research, advisory and public affairs projects.
- Manage the work of staff working on the RF's own projects and other project team members, including ROs and associates as appropriate.
- Undertake general oversight of the work programme of particular ROs, as assigned by the Director of Programme and the Head of Policy in Global Risks and Resilience.

Line management

- Recruit, induct, develop, and support directly managed staff.
- Review resource needs and implement strategies to meet changing workloads of direct line reports.
- Conduct appraisals, set appropriate objectives and team/institutional priorities, monitor and manage performance against these.

Collegiality

- Contribute to ODI's collegiate life through intellectual exchanges with other team members, ODI programmes and interest groups.

Person specification

Essential

Research Fellow

Posts representing the initial appointment as Research Fellow, require substantial research or equivalent experience, a record of publication and public affairs, and clear evidence of successful development, management and funding of a number of projects brought to a satisfactory conclusion.

Knowledge and Qualifications

- Post-graduate degree and **preferably a PhD** in relevant natural or social sciences
- good knowledge of key issues and organisations in at least two of the following areas: understanding the impact of climate change and external shocks in conflict and fragile political settings (including current discussions around 'Loss and Damage'); national adaptation planning and accessing finance for adaptation in conflict and fragile affected states.

Experience

- Experience in fragile, conflict and vulnerable states in the Sahel, Horn of Africa and the Middle East, working closely with communities, government actors and / or international institutions on key issues relating to climate change adaptation, socio-economic development and international climate, humanitarian, development, and/or disaster risk finance (public and private)
- Proven ability to translate research ideas into fundable projects in the areas of climate change adaptation, financing for resilience and / or economic planning
- Experience in an international policy development research environment i.e. policy-oriented research, demonstrated by publications and reports
- Experience in designing and managing large, multi-country research programmes, working closely with project partners (including those in developing countries) and managing timely delivery of high quality outputs for different audiences

Skills/Abilities

- Project management skills, including managing a complex and varied workload and responding with confidence to evolving problems
- Quantitative and qualitative analytical skills (e.g. risk & vulnerability assessment, cost-benefit analysis, political economy analysis, policy appraisal etc.)
- Capacity to write clearly for a range of audiences, and excellent organisational and oral communication skills
- A demonstrated capacity for policy advisory or public-affairs work, based on an analytical approach, and an innovative and creative communications ability
- Interpersonal and problem-solving skills with the ability to negotiate successfully with a wide range of stakeholders, demonstrating cultural and political awareness
- Time management skills
- Excellent IT skills (Microsoft Office applications, and preferably, Stata/ SPSS, and/or GIS)
- Willingness and ability to travel internationally on a frequent basis, which may include overnight and weekends

Desirable

- Experience of extended 'immersion' in a development context (including spending time within marginalized or poor communities)
- A history of engagement in major policy processes such as UNFCCC, UNCCD, SDGs, Parliamentary Select Committees and/or international initiatives
- Regular contribution to public affairs e.g. media interviews, opinion pieces etc.
- Active membership of professional associations and networks within international development, climate change and / or economic development sectors
- Private sector work experience / networks
- Experience working with non-UK donors e.g. AFD, USAID, multi-lateral banks

- Internationally recognised expert in their chosen field
- Fluency in a language other than English, preferably French and/or Arabic.

Key Relationships and Contacts

Internal:

Director of Global Risks and Resilience Programme, Head of Policy, other GRR staff and Research Associates

External:

Major donors, bi-laterals and multilateral organisations, including DFID, the World Bank/IMF, UN agencies, 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.

Job Title:

Senior Research Fellow/ Senior Policy Lead – Climate and Security Risk Sahel, Horn of Africa and the Middle East

Department/Group:

Global Risks and Resilience

Responsible to:

Director of Programme

Responsible for:

Research Officers/Interns as appropriate

Purpose of job

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Under the supervision of the Director of Programme, the post holder will contribute to the thought leadership, policy advice and analysis.

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Main duties and responsibilities

Policy advice, analysis and dissemination

- Authoring and co-authoring research reports, policy briefs, blogs and other documents for publications that critically examine current narratives around climate change and security, and reframe the narratives by bringing in perspectives that are currently missing from the table.
- Representing ODI in public affairs around thematic area, including organising workshops and public events, presentation of research results at international fora, conferences and meetings with the aim of informing policy.
- Respond to ad hoc media requests in area of specialisation
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- Use and build relevant networks and support the development of Programme contracts

Fund Raising

- Lead on business development, strategy and development of research proposals, expressions of interest and full project proposals
- Conceptualise, manage and produce technical inputs to ODI publications and strategies, with the aim of informing policy.
- Undertake travel overseas for research-related purposes.
- Seek external funding for research proposals both to sustain the RF2's own professional activities and to contribute to the Institute's costs and to meet individual and collective financial targets.
- Monitor and analyse developments in the external environment

Project Coordination

- Liaise with and report to donors and partners, managing budgets and consultants and the inputs of other project partners
- Take responsibility for the implementation and administrative and financial management of research, advisory and public affairs projects.
- Manage the work of staff working on the RF2's own projects and other project team members, including ROs and associates as appropriate.
- Undertake general oversight of the work programme of particular ROs, as assigned by the Director of Programme and the Head of Policy in Global Risks and Resilience.

Line management

- Recruit, induct, develop, and support directly managed staff.
- Review resource needs and implement strategies to meet changing workloads of direct line reports.
- Conduct appraisals, set appropriate objectives and team/institutional priorities, monitor and manage performance against these.

Collegiality

- Contribute to ODI's collegiate life through intellectual exchanges with other team members, ODI programmes and interest groups.

Person specification

Essential

Senior Research Fellow

Posts representing the initial appointment as Senior Research Fellow, require substantial research, advisory and public affairs experience demonstrated by record of publications and participation in high level public events. These Research Fellows are expected to contribute to development policy research across a range of topics and to be viewed as an authority in their own field. They are expected to assess and develop new areas of research in the Institute and to make a significant contribution to its general work.

Knowledge and Qualifications

- Post-graduate degree and **preferably a PhD** in relevant natural or social sciences
- Demonstrable extensive knowledge of key issues and organisations in at least two of the following areas: understanding the impact of climate change and external shocks in conflict and fragile political settings (including current discussions around 'Loss and Damage'); national adaptation planning and accessing finance for adaptation in conflict and fragile affected states.

Experience

- Extensive experience in fragile, conflict and vulnerable states in the Sahel, Horn of Africa and the Middle East, working closely with communities, government actors and / or international institutions on key issues relating to climate change adaptation, socio-economic development and international climate, humanitarian, development, and/or disaster risk finance (public and private)
- Proven ability to translate research ideas into fundable projects in the areas of climate change adaptation, financing for resilience and / or economic planning
- Significant experience in an international policy development research environment i.e. policy-oriented research, demonstrated by publications and reports
- Experience in designing and managing large, multi-country research programmes, working closely with project partners (including those in developing countries) and managing timely delivery of high quality outputs for different audiences

Skills/Abilities

- Excellent project management skills, including managing a complex and varied workload and responding with confidence to evolving problems
- Strong quantitative and qualitative analytical skills (e.g. risk & vulnerability assessment, cost-benefit analysis, political economy analysis, policy appraisal etc.)

- Capacity to write clearly for a range of audiences, and excellent organisational and oral communication skills
- A demonstrated capacity for policy advisory or public-affairs work, based on an analytical approach, and an innovative and creative communications ability
- Strong interpersonal and problem-solving skills with the ability to negotiate successfully with a wide range of stakeholders, demonstrating cultural and political awareness
- Strong time management skills
- Excellent IT skills (Microsoft Office applications, and preferably, Stata/ SPSS, and/or GIS)
- Willingness and ability to travel internationally on a frequent basis, which may include overnight and weekends

Desirable

- Experience of extended 'immersion' in a development context (including spending time within marginalized or poor communities)
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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: Research Fellow: £45,000- £57,000 per annum/ Senior Research Fellow: £55,000 - £71,000 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. Choose from drop-down, dependent on role.

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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