

JOB DESCRIPTION

Job Title:	Conflict Adviser
Location:	Cox's Bazaar
Reporting to:	Bangladesh Country Manager (Dhaka) with dotted line to the Head of the Conflict Advisory Unit (CAU)
Salary:	£39,000 - £44,000 + benefits
Contract terms and hours:	Open contract (dependent on continuation of funding). Standard working week is 37.5 hours
<p>Background:</p> <p>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.</p> <p>Saferworld is committed to providing a safe and trusted environment that safeguards our staff, partners and communities. Our organisational integrity is derived from the values and principles that underpin and guide our work.</p> <p>The successful candidate will work within the Bangladesh Country Programme. Saferworld has been working to promote security and justice in Bangladesh since 2006. We work on issues of conflict mitigation and community security with international, national, district and community-level stakeholders. Our goal is to ensure greater citizen participation in preventing and transforming conflict, and building peaceful and stable societies so that people in Bangladesh are able to lead fulfilling lives without insecurity and injustice. Since February 2019, Saferworld, in partnership with BRAC, have been implementing a three-year project, focusing on enhancing social cohesion within and between those living in refugee camps and Cox's Bazar host communities. The project objectives are to enable Rohingya and host community members, including women, youth and marginalised groups, to work together to mitigate and transform tensions and conflict within and between their communities, including those being driven by gender and other social norms.</p>	
<p>Job purpose:</p> <ul style="list-style-type: none"> • Lead Saferworld's advisory support in Cox's Bazar, focused primarily on building capacity to integrate conflict sensitivity into a wide array of initiatives, across a diverse range of sectors and actors • Deliver high-quality technical advice, policy development, research and advocacy work, and provide technical, mentoring and practical support to Saferworld's in-country team and external partners • Develop relationships and collaborate with civil society, governmental, multi-lateral, bilateral and corporate actors as relevant and represent Saferworld in relevant networks and working groups. 	

Roles and responsibilities:

1. Provide high-quality and timely technical support to on conflict sensitivity

- Provide high-quality analysis and advisory support to Saferworld’s project partners aimed at supporting the integration of conflict sensitivity into their work. This is likely to entail reviewing strategies, policies, guidelines and programme documents from a conflict sensitivity perspective, and providing actionable and achievable recommendations and on-going support aimed at building awareness and capacity building
- Lead roundtable discussions, reflective exercises and informal consultations with aid actors in Cox’s Bazar to share learning and generate understanding of key challenges/ nuances and opportunities for social cohesion
- Design and deliver tailored capacity building programmes for partners. This may include developing and facilitating training programmes for different types of actors, with diverse pre-existing capabilities, accompaniment support, capturing and sharing lessons, etc.

2. Design and conduct field research and develop policy recommendations

- Design, manage and conduct research activities that advance Saferworld’s and partners’ understanding of key conflict-related challenges and responses in Cox’s Bazar. This is likely to include (but not be limited to) conducting or supporting others to conduct conflict analysis at different levels, tailored to specific needs.
- Write high quality reports, briefings, policy papers and develop training materials.
- Manage consultancies for relevant policy/technical work commissioned by the project.
- Promote Saferworld’s priority issues through liaison with relevant UN clusters/ ISCG sectors, senior officials of the Government of Bangladesh, international institutions and NGOs
- Represent Saferworld and partners in national and international events (in partnership with the Advocacy Team).

3. Contribute to organisational learning, monitoring and evaluation

- Work with other members of the Bangladesh team, CAU, regional advisers and the Programme Support and Learning unit and DFID to further strengthen processes for cross-organisational learning on key policy processes and thematic issues
- Participate actively in, and strengthen, internal M&E systems, including regular outcome harvesting

Key working relationships

- **Colleagues in country programmes** – providing advice and support on thematic issues with a focus on conflict sensitivity; facilitating lesson-sharing processes
- **Colleagues in Policy, Advocacy and Communications division** – working collaboratively, sharing information, providing advice and guidance in relation to own specialist thematic knowledge
- **Colleagues in Programme, Support and Learning team** – working collaboratively, sharing information, providing advice and guidance in relation to own specialist thematic knowledge
- **External stakeholders** – providing advisory support to partner organisations, donors (DFID, UNDP, UNHCR, UN Women, IOM, etc.) international institutions, government and the corporate sector. Developing relationships. Offering tailored strategic advice aimed at maximising the potential positive impacts of interventions on peace.

Scope and accountability

Decision making and limits of authority	The post-holder is expected to show considerable leadership within the Bangladesh programme and will be asked to make a significant contribution to the achievement of our strategic objectives of the programme and cross-cutting priorities. The adviser is 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 that address the drivers of violent conflict.
Financial resources	N/A
Other resources	N/A
People management	N/A

Legal, regulatory and compliance responsibility

Compliance with Government of Bangladesh rules and regulation for NGO operations

Person specification:**Knowledge, qualifications and experience**

- Ideally a post-graduate degree in international relations, conflict/peace studies or a similar discipline, or equivalent professional experience
- Strong knowledge of conflict sensitivity methodologies, approaches and best practices, including conflict analysis and M&E processes
- Knowledge of research methodologies and conducting high quality social research on the above issues.
- Experience in designing and implementing capacity building programmes, including workshop design, facilitation, training and accompaniment processes
- Experience of working with national governments, international organisations, large multi-mandate development NGOs, humanitarian actors & architecture and civil society actors – particularly in conflict-affected and fragile contexts
- Solid understanding of key concepts and principles behind gender sensitivity, and experience of integrating gender-sensitive approaches into humanitarian, development and security interventions in a range of contexts.

Skills and abilities

- Rigorous analytical and research skills
- Demonstrable ability to write research reports, policy papers, briefings and articles tailored to different audiences.
- Excellent written and oral communication skills, including strong expertise in facilitation and accompaniment. Fluency in written and spoken English
- 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
- Ability to work with minimal supervision
- Ability to work in a multicultural and politically sensitive environment.
- Demonstrated skills in project development and management, including activity design, proposal writing and team management for successful delivery of advisory services

Personal qualities

- 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

Other requirements

- Experience in Bangladesh is desired
- Local language knowledge will be asset
- Experience of refugee response/ humanitarian operations

Application process

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

This is a re-advertisement – previous applicants do not need to reapply

Deadline for applications: 16 February 2020