

JOB DESCRIPTION

Job Title:	Senior Research and Learning Advisor
Location:	London
Reporting to:	Head of Programme Support & Learning Team (TBC)
Management responsibility (if applicable)	Dotted lines with those in other teams with research/learning functions
Type of position:	National
Grade and Salary:	£45,000 - £54,000 gross per year
Contract terms and hours:	Open contract. Standard working week is 37.5 hours.

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 10 countries across Africa, Asia and the Middle East.

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.

Over the past 30 years, Saferworld has undertaken a wide variety of research to inform its conflict prevention and peacebuilding work. This includes conflict analyses as the foundation for peacebuilding strategies and interventions; perception surveys to understand people’s views and experiences; community security assessments to inform programming; gender analysis of conflict as well as gender-sensitivity assessments; conflict-sensitivity assessments both of our own work and that of others; policy research and analysis to inform national and international advocacy; and evaluations to inform programme adaptation and institutional learning. The Senior Research and Learning Advisor works across the organisation supporting the design and implementation of high-quality research and outputs. This includes working with Saferworld country teams, and global policy & advocacy colleagues to develop and accompany research processes that reflect Saferworld’s approach, as well as reinforcing wider Saferworld strategic objectives and internal learning.

Job purpose:

The post-holder will provide thought leadership and play a leading role in the development and implementation of organisational research and learning in line with programme and policy-advocacy change agendas. This includes:

- Aligning the different ways knowledge and evidence are produced to Saferworld’s strategic objectives and broader systemic peacebuilding change.
- Establishing processes and mechanisms for ensuring quality research across the organisation
- Strengthening organisational capacities for conducting different types of research, particularly related to Participatory Action Research approaches.
- Conceptualising and delivering specific, funded, research outputs and provide support on research design, methodologies and analysis to other Saferworld teams.

The post-holder will (co) lead the Knowledge and Learning @ Saferworld Hub, a cross-organisational space to pool knowledge and learning from across the organisation, and the sector. They will co-lead this cross-organisational learning space, bringing together programmatic learning and evaluation, research knowledge, and policy knowledge, on particular themes/topics/geographical locations, with a view to making sure that we ground

our work in the best available data, experience, results and knowledge. The post holder will also lead in identifying where there are gaps in knowledge, and working with the Knowledge Hub to find innovative or different ways to learn and adapt our work, and create linkages across the multiple levels and locations where we work.

Due to the cross-organisational nature of this role, the post-holder is expected to participate actively within the Programme Support and Learning (PS&L) team meetings, and cross-organisational advocacy group. The PS&L team provides ongoing accompaniment and support to Saferworld teams and partners in the quality design and execution of their strategies and implementation plans, in their research and learning, in their endeavours to achieve effective and lasting change, and in our capacity to learn and adapt from evidential experience.

Roles and responsibilities:

Strategy development and oversight of research and learning spaces, including co-learning the Saferworld Knowledge and Learning Hub, ensuring quality research across the organisation

- Lead on implementing a strategic vision for research that prioritises processes that are relevant to and meet the needs of country programmes and partners, as well policy objectives and Saferworld as a whole.
- Identify and advise on methods and methodologies which enable Saferworld to deliver research in ways that promote participatory, partner- and community-led processes.
- Co-lead the cross-organisational Knowledge and Learning @ Saferworld Hub in support of a cross-organisational learning agenda, helping to identify organisational, programme and policy knowledge gaps and priorities, and supporting teams to address them
- Contribute to the development of processes for ensuring research data is used and applied in regional/ country programmes, international policy and advocacy work, and learning and evaluation products.
- Contribute to the development of evidence-based and programme-relevant policy and advocacy strategies at international, regional and national levels, particularly on gender, and security and justice.
- Promote and support the uptake of evidence and knowledge to inform programmes, organisational learning, relevant internal processes, and to the wider organisational strategy development by participating in strategic planning and other cross-organisational learning processes

Ensuring quality research across the organisation

- Lead on establishing relevant cross-organisational mechanisms for quality assurance of Saferworld's research processes.
- Lead on the development of organisational guidance regarding research design, ethics, and specific research methodologies, in line with Saferworld's organisational values and commitments to partnership, safeguarding, conflict-sensitive and gender transformative approaches and policies.

Design, delivery and dissemination of research products

- Lead on the conceptualisation, design and delivery of particular research projects including multi-year, multi-strand projects, and in close collaboration with other teams.
- Manage consultancies, project activities and budgets as required.
- Lead and support others on the dissemination and sharing of Saferworld research and evidence in relevant academic, research and policy spaces.
- Collaborate with programme and policy/advocacy colleagues in the development of research fundraising opportunities in line with the research strategy and, in some cases lead, in identifying research related fundraising opportunities, and drafting funding applications – particularly those with a strong research component.
- Engage with the wider NGO, academic and policy community in relation to research methodologies and approaches on Saferworld themes and priorities.

Technical support and accompaniment to Saferworld staff on conducting different types of research

- Provide technical advice to colleagues in various teams and functions in designing and delivering ethical and participatory research that support practical programming and policy/advocacy.
- Lead on (with members of the Programme Support and Learning team, programme teams and partners) identifying and developing support and research accompaniment on research design and delivery to Saferworld staff and partners.
- Accompanying teams and partner organisations to design, implement & evaluate research, including new approaches - and provide training as required to teams and partners.

- Work with relevant teams to identify new approaches and methods of working which enable Saferworld to conduct research in innovative and effective ways.

Key working relationships

- Other advisers in the PS&L team, in particular the Global MEL Advisor, and the Policy, Advocacy and Communications (PAC) Division: working together on strategies, guidance, and other areas or organisational development as they arise.
- Key staff across the organisation who design, implement & evaluate research, working collaboratively on developing and sharing participatory research and learning methodologies and processes.
- Key staff in Saferworld's regional programmes in Africa, Asia, Central Asia and Middle East North Africa to develop quality research processes and outputs.
- Key staff in the Fundraising department: providing technical support for fundraising proposals, and strategies for research funding.
- External actors: maintaining and developing new relations with relevant Saferworld partner organisations, research and academic individuals and organisations, international institutions, and government stakeholders
- The Knowledge and Learning Hub: co-leading this cross-organisational space, and working collaboratively on cross cutting themes; and feeding in learning from teams into organisational evidence on change.

Scope and accountability

Decision making and limits of authority	The post-holder is expected to show considerable leadership within the organisation and to make a significant contribution to strengthening research strategies and processes in support of our strategic objectives and cross-cutting priorities.
Financial resources	Some budget and financial management support, and/or oversight particularly during periods of 'surge support' to country teams
Other resources	Responsible for cross-regional and organisational information-sharing and lesson learning regarding research resources and guidance in particular.
People management	Multiple consultancies, potential small team of research & learning functions, of other advisors/coordinators
Legal, regulatory and compliance responsibility	Developing research ethics guidance that comply with safeguarding and legal obligations.

Person specification

Knowledge, qualifications and experience

- Degree in political science, conflict or peace studies or similar area; or equivalent research experience and methodological knowledge on these issue areas.
- Substantial experience of conducting and applying research to policy and practice, with a significant proportion of this in conflict-affected and unstable contexts
- Experience in designing, conducting and advising on research on issues related to: conflict and climate change, gender and peacebuilding, and partnership approaches to peacebuilding practice
- Demonstrable knowledge of participatory and other qualitative and quantitative *applied* social science research methodologies
- Experience of implementing mechanisms for research quality assurance in a non-academic, public institution (NGO or government) environment
- Experience of working in partnership with other NGOs and NGO networks in a way that reflects the principles of power-sharing and accompaniment
- Experience of providing capacity-building support to people from different cultures, and who are not English first-language speakers
- Track record of delivering high quality research products in time and on budget

Skills and abilities

- Excellent writing skills in English
- High level communication skills, including experience of communicating effectively across cultures and with diverse audiences, both verbally and in writing.
- Experience of training, mentoring, peer support and/or other capacity-building techniques on research design and implementation
- Able to ensure that research is designed and produced/packaged in the most efficient way for influencing policy and practitioner audiences
- Able to manage multiple and complex priorities at once and prioritise work to deliver on objectives effectively.
- Good organisational and planning skills and the ability to work under pressure.
- Ability to work in a non-partisan and impartial manner, particularly in high-stress and highly politicised environments, appreciating gender, cultural and ethnic diversity.

Personal qualities

- Committed to working collaboratively in and across Saferworld teams in a multi-cultural environment
- Committed to Saferworld's vision, mission and values and way of working, notably in terms of gender equality and strengthening local people's voices in local and global peace, security and justice policies and processes
- 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

Other requirements

- **Probation:** There will be a probationary period of 3 months
- **Travel:** Up to 3 months overseas travel per year (non-consecutively)

Application process

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

Deadline for applications: 16 August 2022