



**institute of  
development  
studies**

**Fellow specialising  
in gender and  
public policy**





**institute of  
development  
studies**

**Delivering world-class  
research, learning and  
teaching that transforms  
the knowledge, action and  
leadership needed for  
more equitable and  
sustainable development  
globally.**

## Director's foreword

### Melissa Leach



Six years ago I became Director of IDS, following a long research career in this very special institution. It has been an extraordinarily exciting and successful period, during which the Institute has celebrated its 50th Anniversary and risen to and held number 1 status for Development Studies in the QS World University rankings, as part of our strong partnership with the University of Sussex. We have produced important research findings and impacts around inequality, sustainability, gender, security, taxation, health, food and more, and launched new programmes in areas such as disability, modern slavery, youth employment and religious freedom. This has involved incredible teamwork within and between our 10 research and knowledge clusters and professional staff, in numerous projects with partners all over the world. It has involved developing and applying a unique approach that we have come to term 'engaged excellence', bringing together diverse skills and experiences to generate understandings and evidence that can genuinely inform positive change. It has involved staying financially buoyant in competitive times. And it has involved intense, day-to-day interactions with colleagues, associates, partners, funders, and users of our research, both in the UK and internationally. Recently, it has involved adapting to the Covid-19 crisis, where we have drawn on the Institute's agility, collegiality and strong team work to shift our everyday working practices and navigate extreme uncertainties, while pivoting key aspects of our research and policy work to support the global response and help 'build back better'.

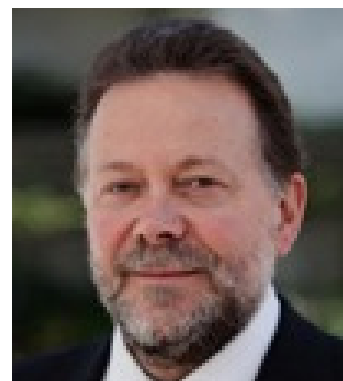
In June 2020 we launched a new five year strategy, 'Transforming knowledge, transforming lives'. This sets out how we aim to respond to the disruptions and shocks of our era in an even more international, collaborative and transformative approach to development research, learning and teaching. Towards our continued vision of a more equitable, sustainable world where people everywhere can live their lives free from poverty and injustice, we are embracing particular commitments to upholding climate and environmental justice; reducing extreme inequities; fostering healthy and fulfilling lives, and nurturing inclusive, democratic

and accountable societies. To do so, we will take forward a set of five strategic priorities. We will collaborate across sciences and disciplines, sectors and communities to do research that brings about progressive change – in and across our research clusters, and through six exciting new Strategic Research Initiatives for which we are mobilising ideas and fundraising. We will build future leadership for development in enriched teaching and professional development programmes. We will champion the use of evidence for social and environmental justice, developing and enact cutting-edge approaches to engagement and impact. We will work with our partners to expand international research and mutual learning networks for development, further ‘decolonising’ our approaches, and developing a series of mutual learning hubs in Pakistan, China, Brazil and Ghana. And we will further strengthen a sustainable, resilient and equitable institution that ‘walks its talk’ with regard to tackling environmental, social and racial injustices.

To achieve these ambitions, we need the right people. Our c. 65 IDS Fellows are the Institute’s core researchers, teachers and leaders, and I’m delighted to invite applications for up to nine new Fellows to add strength, depth and complementary expertise in critical areas. In particular, we are seeking Fellows to join a number of our research and knowledge clusters – Governance; Business, Markets and the State; Cities; Rural Futures; Health and Nutrition; Resource Politics and Environmental Change, and Digital and Technology, and to contribute to new strategic research initiatives in the areas of Climate and Environmental Justice, and the Humanitarian-Development nexus. We are also interested in Fellows positioned to contribute to our international mutual learning hubs, and to strengthen the diversity of our staff. The specific job descriptions give details of the available roles, and the qualities we are seeking for each. Successful candidates will join a vibrant, collegial, consultative Institute at a key moment, and be a part of the next stage of our journey as we implement our 2020–2025 Strategy and beyond. If you think there’s a good fit between your aspirations, expertise and experience, and those we are seeking, we’d love to hear from you.

## Message from the Director of Research Peter Taylor

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At IDS, we aspire to making a positive difference in the world, helping to tackle the many global challenges that affect us all. As our strategy highlights, we are transforming knowledge and transforming lives. I returned to IDS in 2020 as Director of Research, during what has become a quite extraordinary period. Even in a time of major global disruption, I have been continuously impressed by the calibre of our research, the quality of our partnerships, the robustness of our financial health, and our collective commitment to sustainable development. We acknowledge the importance of relationships in everything we do, and how these shape the confidence and trust we have in each other. We aspire to be engaged, active learners, co-constructing knowledge with a diverse range of partners. We also believe strongly that we achieve the most successful outcomes by working collectively and collaboratively; we move forward best when we travel together. I invite you to consider joining us on this journey as a Research Fellow, and welcome your interest in IDS.

## Current Research Fellows



"Working at IDS is an exhilarating experience. It's like being on a rollercoaster: you are working under very high pressure, performing your best for a leading Institute on issues that challenge and motivate you, and give you a real rush of excitement at various turns. At the same time, you feel safe and supported by the most amazing set of like-minded colleagues committed to a diverse and stimulating workplace. It's a big ask to raise funds and deliver on a vast portfolio of projects, but you get a buzz from managing high quality research and teaching. You also collaborate and learn a lot through multi and inter-disciplinary partnerships with a range of stakeholders, including students, from across the world".

*Deepta Chopra*



"Three things that distinguish IDS from other places that I've worked are the strong culture of collegiality, the wide acknowledgement of the need for inter- and transdisciplinary approaches to solving global challenges, and the commitment to students as being an integral part of the institute's life and work".

*Lars Otto Naess*



"Some of the things I have enjoyed most about working at IDS are the moving terrain of exciting new ideas that bubble up from different corners of the Institute, the flexibility of the job and the multiple perspectives and disciplines that colleagues bring to IDS. Some of the challenges include the pressure of needing to work on multiple (and sometimes unrelated) pieces of work in order to meet the financial targets. So it is really important to manage this and to get a mentor to talk this through with".

*Rachel Sabates-Wheeler*



"IDS has been my intellectual home for the last ten years, first as a PhD student and then as staff. Its thriving academic culture, which is powered by its cutting edge interdisciplinary and transdisciplinary research, provides manifold opportunities for professional growth and stimulates 'out of the box' thinking. I love the fact that we have the opportunity to bring our field insights into our teaching activities. We are a diverse community at IDS and I feel privileged to work with and learn from colleagues who span different social, geographical and intellectual backgrounds. What binds us together is a common vision to strive towards social justice in whatever we do. As a self-financed organisation, IDS works in an intensely competitive funding environment, which can be challenging".

*Shilpi Srivastava*



"Before joining IDS in 2009 I had worked in a number of different settings in the UK and West Africa. Each had its positive points; some really suffered from deficits in leadership and collegiality. IDS is not perfect, but my experience at the institute has been overwhelmingly positive. From my perspective, encouragement, support, and collegiality, plus a strong tradition of critical thinking, are what define IDS. With these, and a successful fundraising campaign, there are few if any limits. This context has enabled me to push my research in entirely new directions. Of course, there are costs, and the imperatives to raise funds, do research, publish, and teach are at times daunting. IDS is not a place for the faint hearted".

*Jim Sumberg*

## About IDS

The Institute of Development Studies (IDS) delivers world-class research, learning and teaching that transforms the knowledge, action and leadership needed for more equitable and sustainable development globally.

Through equitable and sustainable partnerships, we work with governments, philanthropic foundations, non-governmental organisations, academics and civil society to transform approaches to progressive social, political and economic change in ways that ultimately make a difference to people's lives.

We have helped foster innovative new partnerships that have generated millions of dollars in additional tax revenues in Africa that can be reinvested in countries' national development. We have worked to provide solutions to environmental problems that build on local people's knowledge and practices. We have highlighted the role of local communities in bringing an end to deadly epidemics like the Ebola virus. We have nurtured hundreds of exceptional development leaders and champions including political leaders, country Ambassadors and government officials, civil society leaders and entrepreneurs.

Our reputation for research and international outlook is second to none and reflected in our performance in the latest QS World University Rankings where we are ranked first in the world for development studies, together with the University of Sussex. We are also ranked as the number one international development think-tank by the 2019 Global Go To Think Tank Index Report.

For more information go to: [www.ids.ac.uk](http://www.ids.ac.uk)



## Job details

**Hours per week:** Full-time (1.0 FTE) Part time and flexible working considered.

**Contract type:** Permanent, but secondments will be considered

### Salary Grade 7 and 8

IDS Grade 7, £36,810 – £48,654 per annum

IDS Grade 8, £46,418 – £57,697 per annum

Grade subject to skills and experience

**Reporting to:** The Cluster Leader.

**Closing date:** 27 September 2020, 23.59 BST

IDS is committed to eliminating discrimination, and to embedding and supporting equality, diversity and inclusion among our workforce, in our work and in all our activities.

We welcome applications from all sections of the community, irrespective of background, belief or identity and particularly encourage applications from groups which are underrepresented in our workforce. This includes people from Black, Asian and Ethnic Minority backgrounds.

We recognise the benefits and importance of an environment that supports flexible working and are open to conversations about this throughout the application process.

## Governance Cluster

The Governance research cluster works across a number of thematic areas that are focused on ensuring citizens are represented and governed fairly in a world of changing state authorities. Its work is focused on a critical analysis of public authority and the institutions, social networks and politics that shape it. Researchers in the cluster use evidence-based research to challenge and refine ideas and practice, engaging with citizens, decision-makers, and power-holders across the globe and at all levels of public authority (from local to global). Our work includes providing technical support to donor agencies and building capacity in research design and methodologies for social scientists.

Our research addresses challenges around governments collecting revenue more efficiently and equitably, and spending it more inclusively, transparently, and accountably, especially on vulnerable and marginalised populations and in more fragile and conflict-affected contexts. The cluster houses a large number of Research Fellows that work across four thematic areas: Accountability and Public Policy; Conflict; Gender and Politics; and Tax policy. These Fellows have backgrounds in political science, economics, anthropology, urban studies, development studies, and international relations, and have broad expertise in Africa, Asia, Latin America and Europe.

The Governance cluster also has a commitment to teaching and houses the MA Governance, Public Policy and Development programme. Fellows also convene and teach on other MA programmes at IDS, including the MA Gender and Development, and the MA Development Studies, and convene and supervise on the doctoral programme.

## Overall purpose of the role

IDS is seeking to recruit a Fellow with thematic expertise on Gender and Public Policy within the Governance cluster, to contribute to and help strengthen the cluster's quite significant existing portfolio on the politics of public policy. We are looking for someone with specific expertise in either of the following two areas:

1. on the gendered nature of policy processes, and in particular on public financing and fiscal measures for gender equality, including measures to address unpaid care work; or

2. on issues around conflict and violence, in particular gender based violence in conflict affected and fragile settings and governance systems, public policies and programmatic interventions that are effective in addressing these.

The successful candidate will be a leading scholar well on their way to establishing an academic reputation in this area, able to lead and conduct cutting edge, policy-oriented research on gender, public policy, and state-citizen relations more broadly. They would contribute to defining and undertaking new research agendas, form partnerships with institutions in their areas of specialisation and undertake some graduate teaching. In addition to establishing their own portfolio of research activities, we would expect the candidate to play a significant role in developing IDS' governance work in the fields of gender and accountability and/or conflict studies. The Fellow will also have a mix of methodological expertise in qualitative and/or quantitative methods, and be able to work with data to explore and fill gaps in the field of gender equality.

This is a research position that includes responsibilities for teaching and policy advisory work. We work in multidisciplinary teams at IDS and so we place a premium on Fellows who are respectful of other disciplines and willing to engage with them in the course of their work. We also give a lot of weight to candidates who are team players and have excellent interpersonal skills. Field experience and a proven track record in obtaining research funding, including in the UK context, is essential.

### **Key responsibilities**

#### Research

- Develop research projects and proposals related to IDS strategic themes and the core interests of their cluster.
- Conduct individual or collaborative research projects.
- Identify sources of funding and contribute to the process of securing funding.
- Support the development of new research agendas.
- Continually update knowledge and understanding related to focal interests.

#### Liaison and networking

- Participate in and develop external networks, for example to identify sources of funding, build relationships for current and future activities,

and enhance research impact.

- Develop links with external contacts to foster collaboration and partnerships.
- Promote the work of the Institute both nationally and internationally.

### Communications

- Contribute to the production of academic publications, research reports and IDS Bulletins (a minimum of one significant international quality publication per year).
- Disseminate conceptual and complex ideas to a wide variety of audiences using appropriate media and methods to promote understanding.
- Contribute to IDS blogs, and social media, produce opinion pieces, and participate in media interviews.

### Teaching and learning

- Contribute to IDS teaching and training activities in focal areas of interest, including doctoral student supervision, MA programmes and short courses (please note that IDS Fellows are not expected to carry as great an academic teaching load as they would in a more conventional University appointment).
- Transfer knowledge in the form of practical skills, methods and techniques.
- Develop own teaching materials, methods and approaches with guidance.
- Challenge thinking, foster debate and develop the ability of students to engage in critical discourse and rational thinking.
- Translate knowledge of advances in the subject area into the content of MA programmes.

### Collegiality

- Participate in cluster and Institute activities as required.
- Liaise with colleagues and students.
- Build internal contacts and participate in internal networks for the exchange of information and to form relationships for future collaboration.
- Act as a responsible group member and develop productive working relationships with others.
- Act as a referee and contribute to peer assessment.
- Act as a mentor to peers and colleagues.



- Contribute to essential internal committees and working groups within the Institute as appropriate.
- Belong to external research councils, boards and assessment committees for the wellbeing of the Institute.

### Funding

- All IDS Fellows are responsible, either individually or collectively, for raising sufficient funds to meet their annual income target, currently 180 days. This is generally developed through a combination of internal work (e.g. teaching) and external work (such as research and consultancies).

### Person Specification

Successful candidates will clearly and explicitly demonstrate their experience and ability to raise research funds which will support salary and overheads costs through research, teaching and policy advisory work.

Requirement	Essential	Desirable
Qualifications	PhD or exceptionally, equivalent research experience.	
Knowledge	Expertise in an area of development studies that builds on or complements IDS research as set out in attached information.  Expertise in conducting policy-focused research.	Expertise in theory, methods or practice related to learning and pedagogy.  Evidence of proactive contribution to the management of an institute such as IDS.
Skills	Highly fluent in written and spoken English.  Theoretical and applied skills relevant to the analysis of and engagement in development.  Interpersonal and cross-cultural skills and ability to apply these in work with overseas partners.  Research management skills.  Presentation skills.	French language skills.

Experience	<p>Experience of research in one or more of our key strategic themes.</p> <p>Exceptional research record and evidence of publishing.</p> <p>Demonstrated success in obtaining grants, research awards and consultancies.</p> <p>Primary research in developing countries.</p>	<p>Postgraduate teaching experience.</p> <p>Practical experience in the field.</p> <p>Research co-ordination and managing collaborative teams.</p> <p>Experience of successful curriculum design or re-design.</p> <p>Significant experience of supervising postgraduate students.</p> <p>Postgraduate supervision experience.</p>
Attributes	<p>Interest in partnership approaches</p> <p>Interest in engaging research with practice and policy.</p> <p>A capacity to work in a multidisciplinary team and contribute to other thematic areas.</p> <p>Ability to work both independently and in collaboration with development actors and institutions.</p> <p>An emerging international reputation in the field of study.</p> <p>Ability to exercise a high degree of innovation and creative problem solving.</p>	
Health/other	<p>Willingness and ability to travel overseas as required (as part of on-going research projects and consultancies).</p>	

## Grade levels at IDS

Key area	IDS Grade	
	Grade 7	Grade 8
Publications	Potential to produce publications which represent substantial original work and which adds value to the field.	A number of peer reviewed publications that may be single or joint authored but which represent substantial original work which adds value to the body of literature.
Research	Participation in research activities.	Evidence of building up a portfolio of research through project participation in multi-person research.
Teaching	Participation in teaching activities and programmes.	Evidence of successful participation in the teaching programmes through, lecturing, supervision, leadership in terms of designing new courses and programmes and teaching management, pioneering the use of new teaching methods or other major types of pedagogic innovation.
Academic Reputation	Evidence of a developing reputation including participation in conferences.	Evidence of building reputation in your areas, for example, keynote speeches, invitations to advisory committees, steering groups, key roles in wider networks, significant role in civil society, member of boards etc.
Leadership	n/a.	Evidence of the successful tenure of a leadership post.
Impact	Experience and interest in approaches that link research with impact.	Demonstrable impact on policy and practice.

## Information to candidates

- IDS has a values-driven, non-hierarchical culture, in which formal organisation and roles are embedded in an ethos of strong interaction between groups, engaged and facilitatory leadership including by the Director and Director of Research, and inclusive participation in decision-making. All Fellows have opportunities to contribute to the Institute's strategies, policies and decision-making, through membership of the All-Staff Forum, the Research and Teaching Forum, and sub-committees and task-based working groups, as appropriate.
- All roles are ongoing contracts.

## The Recruitment Process

Subject to the number and quality of applications received, you may be contacted by the Institute and requested to provide copies of your publications as part of the shortlisting stage.

If you are successfully shortlisted you will then have an initial telephone interview with the Cluster Leader and one or two others (max of 3). The telephone interviews will enable a decision on a final short list of candidates to be invited to attend an interview procedure. If you are invited to attend an interview, as part of the interview process, you will be asked to give a presentation to the appointing panel and team members, details of which will be provided. You will also be asked to provide a short biography/profile of about one paragraph to share with those attending the presentation.

References will be sought from those attending interviews, to be provided to the interview panel on the interview day.

Please note, confidentiality of candidates is respected throughout the selection and interview process and so the application forms and references will only be shared with those on the short listing or interview panel.



## Benefits

At IDS we offer a number of benefits to staff. These include:

- a competitive salary, including cost of living awards and incremental increases on an annual basis as per policy and the option to join our pension scheme. Please see [www.uss.co.uk](http://www.uss.co.uk) for more details.
- a reward and incentive scheme for Fellows.
- a commitment to flexible working: available to all staff and includes part time, home working options, career break scheme and leave of absence.
- cycle to work scheme.
- support in attainment of a relevant professional qualification in line with the Professional Development Policy.
- childcare voucher scheme and childcare fund.
- competitive maternity and paternity policies that offer compensation above the statutory minimum.
- 24 days annual leave per year (pro-rata for part-time), plus public holidays and up to 6 non-negotiable closure days, plus annual leave purchase scheme.
- enhanced sickness pay entitlements.
- an employee assistance programme.
- support with relocation costs for staff joining us from outside the EU
- eligibility to use the University of Sussex gym and sporting facilities at staff rates.

## Location

The successful candidate will be based at the Institute of Development Studies on the University of Sussex campus. The University of Sussex is located 10 minutes away from the lively and cosmopolitan seaside city of Brighton on the UK South Coast, 60 minutes away from central London, 30 minutes away from London Gatwick Airport and is surrounded by the beautiful countryside of the Sussex South Downs. Situated between the sea and the South Downs, Brighton is one of the most vibrant and unique cities on the South Coast, for more information please go to: [www.visitbrighton.com/](http://www.visitbrighton.com/)

Delivering world-class research, learning and teaching that transforms the knowledge, action and leadership needed for more equitable and sustainable development globally

Cover image: In the long, narrow Terai Arc landscape, which spans nearly 20,000 square miles of southern Nepal and northern India, women are increasingly becoming guardians of the environment on which they rely for food, water and shelter. ©James Morgan

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