



Research Fellow in Governance

REF 33-2018

Vacancy Particulars



Institute of
Development Studies



Research Fellow in Governance Cluster (Ref: 33-2018)

Hours per week: 35 (1.0 FTE)

Contract type: Permanent

Grade: Between 7 - 9

Salary:

Grade 7 £34,478 - £45,572 per annum

Grade 8 £43,478 - £54,042 per annum

Grade 9 £56,788 - £65,239 per annum

Closing date: 26th November 2018 at Midnight

Telephone interview date: w/c 3rd December 2018

Interview date: 11th December 2018

Reporting to: The Cluster Leader

About us

The Institute of Development Studies (IDS) is a leading global institution for research, teaching and learning, and impact and communications, based at the University of Sussex.

Our vision is of equal and sustainable societies, locally and globally, where everyone can live secure, fulfilling lives free from poverty and injustice. We believe passionately that cutting-edge research, knowledge and evidence are crucial in shaping the changes needed for our broader vision to be realised, and to support people, societies and institutions to navigate the challenges ahead.

Through our commitment to engaged excellence we work towards transformations that reduce inequalities, accelerate sustainability and build more inclusive and secure societies. We do this neither as a university

organisation nor a thinktank, but by combining elements of both in a unique mix that is articulated in our engaged excellence approach.

Since 1966 IDS has been working with partners to tackle complex development challenges and contribute the evidence, analysis, theory and facilitated learning that can help communities, practitioners and decision-makers at all levels work together for practical, positive change. Our partnership with the University of Sussex supports and accredits our teaching and learning programmes, where in PhD studies and a range of high-level Masters' courses we aim to produce a new generation of development thought, policy and practice leaders.

The Institute is home to approximately 100 researchers affiliated to thematic research clusters, 70 knowledge professionals, 65 professional staff and about 200 students at any one time. But the IDS community extends far beyond, encompassing an extensive network of over 360 partners, 3,000 alumni and hundreds of former staff.

About

The International Centre for Tax and Development (ICTD) at IDS

The International Centre for Tax and Development (ICTD) is a global policy research network based at IDS. It is dedicated to improving the quality of tax policy and administration in developing countries, with a special focus on sub-Saharan Africa. The ICTD has over eight years' experience in generating new tax-policy oriented research, often in collaboration with African stakeholders; tailored communication and dissemination of findings to increase and deepen tax policy debates; and building research capacity of researchers in developing countries, through training and research grants. The ICTD is currently the leading organisation in its field on issues such as informal taxation in conflict areas, and tax administration and compliance in developing countries. The ICTD is funded by DFID and the Bill and Melinda Gates Foundation.

The ICTD's objective is to contribute to broader development goals by:

- o Providing research evidence that will help make taxation policies more conducive to pro-poor economic growth and good governance
- o Generating and disseminating tax research to relevant policymakers
- o Sharing research findings, in order to widen and deepen public debate about taxation issues in developing countries.

We do this by:

- o Generating new tax policy-oriented research
- o Tailored communication and dissemination of the findings of the research, so as to increase and deepen tax policy debates
- o Building research capacity of researchers in developing countries, through trainings and by providing research grants.

The ICTD is a world leader in tax research and capacity building, with a strong international reputation and excellent track record in partnering with African revenue authorities and ministries of finance to plan and deliver operationally relevant research that can increase tax revenues; promote uptake of research to improve tax policy and growth; and build capacity so that revenue authorities and government agencies can plan and deliver their own research.

We are now seeking to recruit two or three experienced researchers with expertise in taxation and

development, who are able to develop and support research programmes by working closely and supportively with partners in Africa (and to a limited extent South Asia). We are especially interested in applicants who are willing and able to make substantial leadership contributions to ICTD, both intellectually and managerially.

We welcome applications from candidates with research expertise in any aspect of tax and development and a commitment to interdisciplinarity. We are particularly seeking candidates who can lead our work on:

1. International taxation, with a special focus on the question of how governments of low income countries can get the best possible tax deal from the rather disadvantageous international tax system.
2. Informal (broadly non-state, unofficial) taxation. Informal taxation is widespread in many parts of the low world, especially in Africa. ICTD research over the last few years has put this issue on policy agendas. Further work is needed. The successful candidate will require skills and experience in quantitative and qualitative field work.

The ICTD's other main research interests lie in: tax and inequality; gender and taxation; digitalization and taxation; tax administration, especially the use of data by tax authorities; civil society and taxation; and tax and state-building.

Funding

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

However, this Fellowship will be closely associated with the International Centre for Tax and Development, which has recently secured funding for a further 7 years from October 2018, and is expected to contribute substantially to the funding of this Fellow post, mostly through research funding.

Job Description

Key Skills and Responsibilities

The ideal candidate for this job will be a political scientist, economist, or other social scientist with the following essential skills and responsibilities:

- **Research:** The ideal candidate will have strong skills in applied research, including for example excellent skills for quantitative analysis, qualitative research, data collection, and a strong interest for tax and development, beyond disciplinary boundaries. S/he would ideally hold a PhD in political science, development economics or a related discipline, and have a proven track record of leading and completing high-quality and policy oriented research projects.
- **Engagement and Impact:** We are looking for a researcher with a strong interest in connecting

research to policy: by engaging practitioners and policymakers throughout the research process; by working collaboratively with local partners; and by disseminating research findings to maximise impact.

- **Capacity building:** The ideal candidate will have a genuine interest in building the research capacity of our partners in developing countries, such as junior researchers, practitioners, and officials from government institutions with an interest in research. Capacity building is expected to happen through mentoring, undertaking collaborative research projects, and ICTD's capacity building programme of short courses and trainings.

In addition, IDS Fellows are generally expected to have the following duties and responsibilities, which would apply to this position too.

Research

- Contribute to the development of ICTD's research strategy and themes, as well as the wider Governance Cluster work should the need arise.
- Carry out independent research and act as a Principal Investigator or project leader on major research projects. This may involve mentoring and managing other staff involved in the project; sharing responsibility for project budgets and expenditures (with the support of the programme manager, project administrators, and the IDS Finance team), and taking responsibility for the delivery of the project.
- Develop proposals for new research projects, which have the potential to make a policy impact, and contribute to increased knowledge or to the development of new insights, concepts or processes in development studies research.
- Produce high-quality research outputs that have significant impact in the field, for publication in monographs or high-quality academic journals, as appropriate, and make a significant contribution to the field at acceptable levels of volume and academic quality.
- Provide academic leadership and support to those working within the relevant research area, for example by serving in Scientific Committees, research groups, and acting as journal referee.
- Generate income on a sustained basis both individually and collectively (more information in the Funding section above).
- Actively build internal and external contacts, and play a key role in internal networks and relevant external networks in order to, for example, identify sources of funding, and build relationships for future collaborations.
- Play roles in relevant national academic or disciplinary/interdisciplinary professional and peer review bodies and committees taking part in recognised events organised by these as appropriate.
- Conduct risk assessments and take responsibility for the health and safety of others, if required.

Engagement, Influence and Impact

- Work with colleagues and partners to ensure that research engages with change agents (international, national or local, across public, private and civil society sectors as appropriate) positioned to make a practical difference to development outcomes, impacting on key debates, choices and decisions by policy makers and or practitioners. Participate at a senior level in shaping and taking forward agreed pathways to research impact.

- Identify and take forward opportunities for engagement and influence in policy or practice, for example through advisory work, convening events or networks, or co-designing research activities.
- Communicate research outputs in a policy- or practice-relevant way including making presentations at national or international conferences or exhibiting work in other appropriate events of a similar standing, and identifying ways to disseminate research outputs informally via the internet, the media and other forms of public engagement.
- Play a role in policy-making bodies or civil society relevant to research interests and expertise, when relevant

Teaching and Learning Support: There will be opportunities to teach at graduate and other levels, and possibly do commissioned work on learning and capacity building.

Teaching

- Contribute to IDS's Post-Graduate Teaching and Professional Short Courses, when and if relevant and needed, and in the area of expertise that is most relevant to the Fellow.
- Supervise potential PhD students, if and as required, ensuring that they have a quality experience that links well to individual or Cluster research interests
- Adopt an approachable and accessible attitude towards IDS students, for example by offering office hours, where relevant, or informal advice.

Collegiality

- Chair and/or play a key role in Institute working groups or committees, as required.
- Undertake a managerial, administrative or organisational role within the Institute, for example by taking part in Sub-committees.
- Advise, mentor and provide support to less experienced colleagues, as required.

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	<ul style="list-style-type: none"> • A PhD in Political Science, Development Economics, or a related discipline; candidates with other equivalent qualifications and/or equivalent level of experience might also be considered, as appropriate. 	

Knowledge	<ul style="list-style-type: none"> • Expertise in an area of development studies that builds on or complements IDS/ICTD research, and particularly experience in tax and development, public finance, public policy. • Expertise in conducting policy focused research, including experience of carrying out primary research in developing countries. • Experience in data collection, analysis, qualitative or quantitative research, including excellent knowledge of the relevant software. 	<ul style="list-style-type: none"> • An emerging international reputation in the field of study. • Evidence of proactive contribution to the management of an institution such as IDS, or willingness to contribute.
Skills	<ul style="list-style-type: none"> • Ability to lead and manage research projects. • Theoretical and applied skills relevant to the analysis of and engagement in development. • Excellent presentation skills, with the proven ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences. • Leadership and people management skills. 	<ul style="list-style-type: none"> • Language abilities beyond English, particularly French. • Evidence of proactive contribution to the management of an institution such as IDS, or willingness to contribute.
Experience	<ul style="list-style-type: none"> • Track record of high-quality publications in reputable journals and other appropriate media of similar standing. Candidates with strong publication potential will also be considered • Successful track record or strong potential to generate research income, as well as experience in policy engagement and the translation of research results into practice. 	<ul style="list-style-type: none"> • Experience of teaching at undergraduate and postgraduate level. • Practical experience in the field, particularly in sub-Saharan Africa • Research co-ordination and managing collaborative teams • Experience of successful curriculum design or re-design
Attributes	<ul style="list-style-type: none"> • Interest in bringing together research and practice • Ability and interest to work in a multi-disciplinary environment. • Ability to work both independently and in collaboration with development actors and institutions 	<ul style="list-style-type: none"> • Ability to exercise a high degree of innovation and creative problem-solving. • Ability to prioritise and meet deadlines. • Excellent organisational and administrative skills.
Health/other	<ul style="list-style-type: none"> • Willingness and ability to travel overseas as required (as part of on-going research projects and consultancies). 	

Grade levels at IDS

Key area	IDS Grade		
	Grade 7	Grade 8	Grade 9
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	High quality peer reviewed articles in leading academic journals which represents significant experience of leading major research projects and teams.
Research	Participation in research activities	Evidence of building up a portfolio of research through project participation in multi-person research	Experience of leading major research projects and teams.
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	Lead the innovative design, delivery or Postgrad teaching and short courses.
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.	Evidence of growing international reputation in field, receiving requests to take part in key policy making bodies and civil society.
Leadership	n/a	Evidence of the successful tenure of a leadership post	Demonstratable leadership
Impact	Experience and interest in approaches that link research with impact	Demonstrable impact on policy and practice	Networks to ensure research impacts on policy and practice outcomes.

Information to candidates

- IDS has a values-driven, non-hierarchical culture, in which formal organization 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, here at IDS.

If you are invited to attend an interview, here at IDS, 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 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 for more details
- interest free travel loans, following successful completion of a probationary period
- 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
- 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/



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