
Engaging Learning Transforming

Director of Research

Candidate Information Pack

March 2019



www.ids.ac.uk/research







Director's message

Five 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 12 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. A heady time indeed – but one so rich and rewarding that when the IDS Board offered me a further term as Director, I was honoured to accept.

Leading IDS relies on teamwork and during the last period I have been privileged to work closely with a wonderful Director of Research, a key member of our Strategic Leadership Group. This role, created five years ago, has proved crucial to the Institute's vitality and success. As I enter my next term as Director, and as our current Director of Research steps aside to re-focus on their own research and other activities, so we are seeking an exceptional new postholder to help lead the Institute into the next stage of its future.

Building on current strengths, we are currently refreshing and updating our strategy to meet emerging challenges in a rapidly-changing world. The Director of Research will play a key role in shaping and implementing our 2020-2025 strategy, currently being developed through a collaborative process involving staff, partners and our Board. We must stay true to our deep-seated values and commitments to tackling poverty, injustice and unsustainability, analysing and challenging power relations, and taking people's own diverse knowledges and perspectives seriously. At the same time we want to strengthen our universal and 'decolonised' approaches to development; our international presence, and our contributions to the emerging global challenges and conundra of our era. And we must continue to adapt our financial, people and partnership arrangements to ensure that we continue to thrive and that the Institute remains a vibrant and happy place, through the next five years and beyond.

So this is an exciting moment to take on a major leadership role in the world's number 1 Development Studies institution. If you believe you have the skills, knowledge and insight for this exceptional position, we would love to hear from you.

Professor Melissa Leach.

Director of Research

- Full time, indefinite
- Salary – Circa £75k to £96k subject to skills and experience
- Responsible to the Director
- To remain research active as an IDS Research Fellow with an income target of approx. 25%. Salary for this element of the role is dependent on skills and experience relating to a Fellow position.
- A Professorial title may be available for a suitably qualified candidate
- Directly responsible for the Institute's Cluster Leaders
- Directly responsible for the Fundraising & Development Office.

Context and Purpose

The Institute of Development Studies (IDS) is a global research and learning organisation for equitable and sustainable change. Founded in 1966, IDS has long enjoyed an international reputation based on the quality of our work and our commitment to applying academic skills to real-world challenges. In partnership with the University of Sussex, IDS has been ranked first in the world for development studies by the QS University Rankings for the last three consecutive years, and has held this ranking for four out of the last five years.

We believe passionately that cutting-edge research, knowledge and mutual learning are crucial in shaping the transformations needed to reduce inequalities, accelerate sustainability and build more inclusive and secure societies. In line with our engaged excellence approach, we are committed to collaborating closely with local civil society, governments, international NGOs, citizens, donors, researchers and many others to realise this positive change.

Our partnership with the University of Sussex supports and accredits our master's degrees and PhD research programmes. We also offer a range of thematically and approach-focused professional development courses, learning journeys and online and blended learning.

The Institute is home to over 200 staff and 300 students at any one time. But the IDS community extends far beyond, encompassing an extensive global network of over 360 partners, 3,000 alumni and hundreds of former staff.

The Institute is currently refreshing and updating its successful 2015-2020 Strategy, 'Engaged Excellence for Global Development', to meet emerging challenges in a rapidly-changing world. Our 2020-2025 Strategy, being developed through a collaborative process, is likely to include a strengthened focus on universal and 'decolonised' approaches to development; stronger international presence through the creation of hubs in focal regions, a compelling set of high-level, interdisciplinary thematic challenges suited to shifting contexts, and adaptations to our financial, people and partnership arrangements to ensure that we continue to thrive and live our values.

The Director of Research is a crucial senior position in the Institute. As the current postholder steps aside to re-focus on research after five highly successful years, we are looking for someone who can bring similar levels of insight and skill to this important role at an exciting time. The postholder will play a central role in shaping and delivering the Institute's new strategy, and, as a key member of the Strategic Leadership Group (SLG), sharing in the ongoing decision-making to ensure the Institute's continued success.

Main Purpose of the role

To provide strategic leadership to the Institute's Research Clusters; contribute to the overall strategic direction of the Institute and represent the Institute externally at a senior level. Effectively lead and manage the research area of the Institute, ensuring Clusters achieve a consistent level of quality in excellent research and knowledge output and successful generation of income to support research and knowledge activity, and facilitate cross-cluster activities. Work across the Institute and with external stakeholders and funders to ensure a collaborative and effective approach to deliver the strategic vision with the best use of resources.

Key responsibilities and accountabilities

The Director of Research will have lead responsibility in the following areas. These may be subject to review and refinement over time to meet the changing strategic needs of the Institute.

Research Strategy

- Work with the Director and IDS members and partners to lead the development and refinement of major strategic goals for the Institute's research and knowledge work. In the current 2015-20 strategy, these include areas of reducing inequalities, accelerating environmental sustainability, and building inclusive and secure societies. In 2019 and early 2020, we will be developing and launching the new 2020-2025 strategy which the Director of Research will play an important role in refining and implementing.
- Specific responsibility for ensuring progress by supporting and holding to account cluster leaders to ensure that each is making substantial and innovative contributions to the major goals of the strategy.
- Overall leadership and effective management of the research area of the Institute, including:
 - ensuring structures and posts that deliver the strategy and provide meaningful career structures for researchers
 - ensuring appropriate quality measures are in place, including research ethics
 - providing support and strategic counsel to Cluster Leaders
 - ensuring that the configuration of clusters remains vibrant and relevant
 - where appropriate, helping clusters to wind down or emerge, ensuring that new initiatives have or gain critical mass .
- Intellectual and management support to Cluster Leaders to ensure that each Cluster is maintaining a portfolio of work that:
 - aligns with Institute strategic directions
 - balances innovative thematic research and knowledge work with contributions to cross-Institute strategic goals
 - flourishes intellectually
 - is financially viable.
- Facilitate interactions and a flow of ideas and debate between members of different clusters and other IDS departments to enable new cross-cutting initiatives, respond strategically to funding opportunities, and generate activities (events, seminar series, publications) that contribute to major cross-cutting strategic goals. Leading such cross-cutting activities directly or identifying appropriate leaders and convenors as appropriate.
- Inspire, develop and support adherence to 'engaged excellence' (the production and application of top-quality interdisciplinary research and knowledge in interactive engagement with people and institutions who can bring about positive change) in the Institute, working with the Director and Institute members to develop, refine and apply standards and procedures as appropriate (eg. criteria and approaches to mentoring, peer support, appraisal and review).

- Work with the Director of Communications and Impact to ensure a strategic approach to research communications and to develop measures to ensure optimum impact of the work of the research area.
- Oversee and occasionally lead selected cross-cluster centres or initiatives, which do not sit within a particular cluster.

Funding

- Work with the Director and Fundraising and Development Office to identify and take forward major funding opportunities for the Institute. This may involve bringing together teams from across the Institute to put together bids, playing a role in co-ordinating and writing these, and/or delegating tasks efficiently and effectively.
- Oversee the work of the Fundraising & Development Office, working closely with the Manager of the Fundraising & Development Office.
- Work with colleagues to ensure external environment scanning captures and identifies potential opportunities, ensures maximum breadth across funding streams and an increased success rate for bids.
- Work closely with the Director and Fundraising and Development Office on the planning and implementation of special fundraising campaigns and initiatives, especially reaching out to new donors and building a more diversified donor base.

Representation

- Represent IDS research in external fora, including to funders, deputising for the Director as required and appropriate
- Represent IDS research strategy in our close partnership with the University of Sussex, and to other strategic partners.

Strategic leadership and decision making

- Member of the Strategic Leadership Group (SLG) which comprises the Director, Director of Finance and Operations, Director of Research, Director of Teaching and Learning, Director of Communications and Impact, and Director of Human Resources. Contribute to organisational decisions and representing research perspectives in that group.
- Contribute to Board discussions, actively participating in reporting to the Board, including the Programme Advisory Review Committee

Connections/membership of committees

- The Director of Research will be supported by and chair the Research Strategy Committee, a sub-committee of the SLG.
- Member of the Strategic Leadership Forum, which comprises Cluster Leaders and heads of major operational areas
- Line management responsibility for Cluster Leaders
- Line management responsibility for Fundraising & Development Office

- Member of the Fellowship Review and Promotions Board
- Member of the IDS Risk Committee
- Member of the IDS Bulletin Editorial Committee.

People and the Research Environment

Working closely with the Human Resources Department to ensure a safe, positive and enabling organisational culture for research staff including

- Overseeing the Institute's internal sabbatical programme
- Overseeing the Visiting Fellowship programme
- Reviewing and approving researcher travel requests linked to the Institute's duty of care for research staff traveling to high risk areas
- As a senior manager, working with HR and others to ensure safeguarding, health and safety, and other measures.
- With the Director, HR and Cluster Leaders, supporting fellows who are facing issues of poor performance
- Working closely with HR on managing other issues and policies that affect the research environment.

In order to remain research active the Director of Research will have a funding target of 45 days per year (0.25FTE) and undertake work as an IDS Research Fellow

The usual accountabilities of a fellow are as follows, with the balance of an individual portfolio open to agreement between the candidate and the Director.

1. **Research:** To engage in high-quality research activities, individually, collaboratively and with external partners, resulting in high-quality publications at acceptable levels of volume and academic excellence; to lead research projects or research initiatives within and across clusters; to secure research funding; and to contribute to the main and affiliated Cluster's research strategy.
2. **Engagement, influence and impact:** To actively initiate, develop and lead in key relationships and networks that ensure that research influences policy and practice, locally, nationally and internationally, and contributes to the Institute's strategic goals.
3. **Teaching and Learning Support:** To provide academic leadership and contribute to the design and delivery of high-quality teaching programme across the Post Graduate Teaching, Post Graduate Research and short course portfolio.
4. **Collegiality:** To support the leadership and management activities of IDS, support and mentor colleagues, and undertake a key role IDS working groups or committees, as required.
5. **Fundraising:** All IDS Fellows are responsible, either collectively or individually, for raising sufficient funds to meet their annual income target. This is pro rata for a part time Fellow.

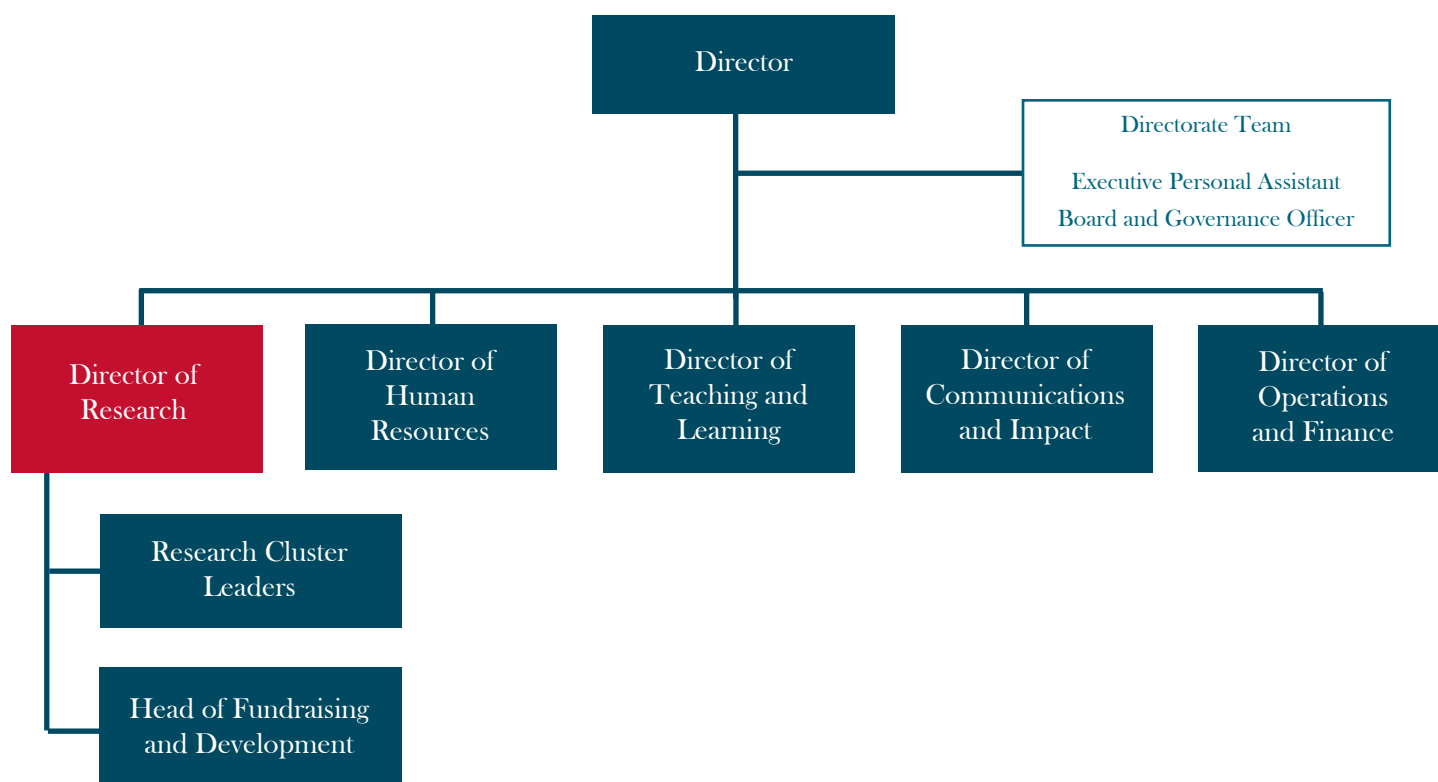
The salary for this element of the role is subject to relevant skills and experience.

Requirement	Essential	Desirable	Method of Assessment
Educational qualifications	<ul style="list-style-type: none"> • Excellent academic credentials • PhD in relevant discipline (or exceptionally, equivalent professional experience) 		<ul style="list-style-type: none"> • Application, interview
Knowledge	<ul style="list-style-type: none"> • Extensive knowledge of key issues and organisations in international development. • Knowledge of a range of key debates in development studies; high intellectual credibility in an interdisciplinary social science setting 		<ul style="list-style-type: none"> • Application, interview
Skills	<ul style="list-style-type: none"> • Strategic thinking and planning: defining and articulating strategy, priorities and imperatives; understand strengths, weakness, opportunities, threats; long-term thinking; develop achievable plans; take decisions on time, even in uncertain circumstances • Strong analytical skills with the ability to make decisions in line with appropriate strategy • Facilitating cross-disciplinary research activity • Ability to spot research and funding opportunities, and to draw together groups to respond to them • Team-working, leadership and clear vision: ability to articulate and secure • commitment to vision; initiate and manage change; to earn credibility; to inspire colleagues; to accept responsibility; integrity and fairness; to develop high-performing teams to deliver individual and team outputs and targets • Excellent interpersonal skills with the ability to communicate effectively in a range of ways to a variety of audiences • Ability to build effective relationships with internal and external stakeholders • Effective consultation, negotiation and influencing skills • Strong project management and implementation skills • Confident and capable presenter • Excellent research, writing and publication skills • Excellent staff management skills • Excellent self-management skills and the ability to meet deadlines 	<ul style="list-style-type: none"> • Skills in facilitating participatory processes 	<ul style="list-style-type: none"> • Application, interview, presentation, other assessment methods

Experience	<ul style="list-style-type: none"> • A strong personal research record in a relevant field • A demonstrated capacity for strategic thinking about the problems of international development • A record of planning, managing and completing research in international development, including leading multi-disciplinary teams • Successful experience of large-scale, collective fundraising • Demonstrated successful experience of leading and implementing strategic and organisational change processes • Substantial experience of leading at a senior management level • Line Management experience with the ability to coach, mentor and develop people, to tackle poor performance and behaviour in a respectful and appropriate way • Track record of securing substantial income or external funding • Project planning and budgetary management • Partnership working at a senior level. 	<ul style="list-style-type: none"> • An extensive publications record in a relevant field • Experience of working across disciplines within and/or beyond the social sciences • Experience of working with the media 	<ul style="list-style-type: none"> • Application, interview
Attributes	<ul style="list-style-type: none"> • Professionally credible • Demonstrates sound judgement • Strong organisational and time management skills, including the ability to manage a complex workload • Work flexibly, collaboratively and sensitively with multi-disciplinary and mixed skill teams • Leadership style which promotes participation, collaboration and open two way communication • Impact and influence as a leader • Contemporary innovative entrepreneurial outlook • Cultural sensitivity and the ability to relate to people from a variety of backgrounds • Accepts challenge and takes personal responsibility for own performance 		<ul style="list-style-type: none"> • Application, interview, other assessment methods
Health/Other	<ul style="list-style-type: none"> • Ability and willingness to undertake overseas travel 		<ul style="list-style-type: none"> • Application, interview

Cluster	Indicative themes
Business, Finance and Markets	The Business, Finance and Markets Cluster investigates how and under what conditions businesses and market systems enable or constrain pathways that deliver development and curb inequalities, and the role of the state in these processes.
Cities	The Cities Cluster research focuses on the circumstances of poor and vulnerable people and explores ways in which different forms of inequalities interact to produce both good and bad outcomes for people in cities. It maintains a focus on rights and social justice through explorations of the boundaries between the formal-informal, legal-illegal, and of urban social movements and forms of association.
Conflict and Violence	Almost one third of the world's population live in conflict-affected low-income countries. Yet little is known about the effects of conflict on household welfare, behaviour and poverty. The Conflict and Violence Research Cluster is developing new insights into how people live and interact in contexts of conflict and violence, and what institutions best support them.
Digital and Technology	The Digital and Technology Clusters cutting-edge research and analysis on the reality of digital development provides insights and ideas for policymakers and practitioners within development and humanitarian organisations seeking to better understand and realise the promise of the digital revolution for poor and marginalised communities.
Gender and Sexuality	IDS is well known for its progressive gender research and for the central role it has played in the conceptual shift from a 'women in development' to a 'gender and development' focus. The Gender and Sexuality Cluster engages progressive stakeholders and partners across movements, disciplines and domains in the generation of high quality, ground-breaking research and knowledge that challenges gender and sexuality 'myths' and stereotypes, and contributes to transformative policy, practice and activism.
Governance	The Governance Cluster identifies the following sub-themes of research to ensure citizens are represented and governed fairly in a world of changing state authorities; Taxation; Politics of Public Policy; Non-State Actors, Criminality, Hybrid Governance; Decentralization and Local Governance.
Green Transformations	Accelerating sustainability is a priority theme of IDS. The undeniable search for more material prosperity by more and more people undermines the sustainability of human life on our planet. The Green Transformations Cluster concentrates on this dilemma and the name seeks to bring this out. We define green transformations as processes of restructuring which bring the economy within the planetary boundaries.
Health and Nutrition	The Health and Nutrition Cluster pursues programmes of research and policy engagement on health systems, nutrition and understandings of zoonotic diseases. The focus is on bringing a critical social science perspective to how people, especially the poor, address their health and nutrition-related needs and on how governments and other groups influence the performance of these sectors.
Knowledge, Impact and Policy	The Knowledge, Impact and Policy (KIP) Cluster leads and supports programmes and projects on knowledge mobilisation, policy analysis, research uptake and communications.
Participation, Inclusion and Social Change	The Participation, Inclusion and Social Change Cluster specializes in the development of participatory research methods with particular emphasis on systematic social exclusion facing women, people living in extreme poverty, people with disabilities, slaves and bonded labourers and others. This requires a systemic understanding of change, and an activist approach to research. We describe such an approach as participatory practice.
Power and Popular Politics	Using a power lens on all their work, the Power and Popular Politics Clusters examine popular forms of contestation in particular of non-elites. We seek to pioneer new ways of working with community, activist, academic and professional co-researchers from both the global North and South, using qualitative, ethnographic and action research.
Resource Politics	Resource politics – the politics of access, use and control of resources as well as contested knowledge claims around these – has leapt up the global development agenda in recent years. The Resource and Politics Cluster makes sense of the complex challenges around this theme by engaging critically with questions of environmental and social justice and what these mean in diverse contexts. It also requires bringing together learnings, perspectives and approaches from different academic disciplines and societal sectors that otherwise rarely connect.
Rural Futures	Through our research, policy engagement, teaching and training, the Rural Futures Cluster seeks to support the emergence of pathways that deliver both greater social justice and sustainability for rural people and places, while recognising their important interconnections with urban areas.

Senior Management Organisational chart



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 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
- 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/

How to apply

Please apply using the online application form (<https://jobs.ids.ac.uk/vacancies.aspx>)

The closing date is at midnight on 19 May 2019.

Interviews will be held on Tuesday 4 June 2019.



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