



**Professorial Fellow  
Lead Researcher  
Vacancy Particulars**



**Institute of  
Development Studies**

## 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.



A new Bill & Melinda Gates Foundation three-year research programme, to include widespread engagement with policy and industry stakeholders, seeks to investigate (a) the consequences of alternative methods of taxing digital financial services (DFS) in low income countries and (b) how DFS platforms, the use of digital ID, and technology more broadly, can contribute effectively to broadening the tax base and improving collection efficiency and equity. The Lead Researcher, in collaboration with a Policy, Advocacy, and Partnership Lead, will be responsible for designing and delivering the programme, under the overall guidance of the ICTD CEO. This research will be conducted in close collaboration with stakeholders from the DFS, digital ID and financial inclusion industries and with tax administrators and policymakers. It will build upon several assets produced by a global Working Group, including a literature review, research agenda, expert data base, DFS tax calculator tool, mobile money tax country dashboard, among others. This programme provides a unique opportunity to access and analyse data from DFS providers and tax administrations and serve in a leadership role in a greenfield research area.

Professorial Fellow is the most senior research and teaching position at the Institute. Post-holders are expected to show high academic standing, to make a broad and sustained contribution to their field and discipline nationally and internationally, and to demonstrate sustained exceptional performance in research and policy influence. They will demonstrate leadership and excellence in research, engagement with policy and practice, and usually teaching and learning, secure research funding for themselves and others in their research field, and significantly contribute to the leadership, strategic direction and reputation of the Institute. The term professorial fellow denotes a role, but not the formal title of professor which is awarded by the University of Sussex.

## **PRINCIPAL ACCOUNTABILITIES**

- 1. Research:** To engage in high-quality research activity resulting in high-quality publications at acceptable levels of volume and academic excellence; to lead major research projects, programmes and centres and build research groups; to consistently secure research funding including for others, and to play a key role in the development and implementation of the main and affiliated Cluster's research strategy.
- 2. Engagement, influence and impact:** To actively initiate, develop and lead at a high level in key relationships and networks that ensure that research influences policy and practice, locally, nationally and internationally, and contributes to the Institute's strategic aims.
- 3. Teaching and Learning:** To provide academic leadership and a significant contribution to the design and delivery of innovative and high-quality teaching programmes across Post Graduate Teaching, Post Graduate Research and the short course portfolio. Most professorial fellows will expect to contribute to teaching and learning in these ways although this is not a strict requirement of the role.
- 4. Collegiality:** To provide guidance, support and mentoring to junior members of staff working in the same or cognate research areas; and to play a key leadership role in shaping the strategic direction of the Institute.
- 5. Fundraising:** This position is fully funded for three years. Normally IDS Fellows are responsible, either collectively or individually, for raising sufficient funds to meet their annual income target of 180 days. Professorial fellows are expected to raise funds on an ongoing basis also to support junior colleagues and partners, and to contribute to fundraising efforts that support broader Institute strategy.

## KEY RESPONSIBILITIES

### 1. Research

- 1.1 Act as a leading authority in the field or specialism, developing new knowledge, understanding and innovation in the area of taxation.
- 1.2 Play a leading role in the development and implementation of the Institute's research strategies and themes, and lead and co-ordinate research activity in own subject.
- 1.3 Lead and co-ordinate the development of major projects and proposals for own or joint research, research collaboratively with other IDS Fellows and external partners. This may involve leading and line-managing the staff including their recruitment, probation, mentoring, and performance review and staff development; managing the budget, and taking responsibility for the delivery of the programme.
- 1.4 Produce high-quality research outputs that are original and world-leading in the field, for publication in monographs or recognised high-quality peer reviewed journals, or performance/exhibition, as appropriate, and make a significant contribution to the field at acceptable levels of volume and academic excellence.
- 1.5 Lead and develop internal and external networks to foster collaboration on both an individual level and on behalf of others in the Institute, share information and ideas, influence external research and the policy agenda, and promote the subject and the Institute, both nationally and internationally.
- 1.6 Generate income on a sustained basis and at a scale that has the potential to support a wider team or centre. This particular post is fully funded.
- 1.7 Provide academic leadership, mentoring, and inspiration to those working within own research area, and foster inter-disciplinary and cross cluster working.
- 1.8 Develop and maintain an independent research reputation by, for example, serving on or chairing peer review committees or professorial appointment committees in other institutions, and acting as a referee for journal articles and research grant applications.
- 1.9 Play a significant role in a relevant national academic or disciplinary/interdisciplinary professional body or take part in recognised events organised by such bodies.

### 2. Engagement, influence and impact

- 2.1 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. Devise and participate at a senior level in shaping and taking forward agreed pathways to research impact.
- 2.2 Identify and take forward opportunities for high-level engagement and influence in policy or practice, for example through taking up invitations for major advisory work, convening influential events or networks.
- 2.3 Lead-author key national or international policy reports
- 2.4 Chair or participate in major research or policy advisory bodies
- 2.5 Communicate research outputs in high-level fora nationally or internationally, including 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.

### **3. Teaching**

- 3.1 Provide academic leadership and inspiration to those teaching within subject area.
- 3.2 Actively maintain an understanding of appropriate pedagogy in the subject area.

### **4. Collegiality**

- 4.1 Chair Institute committees and working groups, and participate in Institute decision-making and governance.
- 4.2 Undertake a key leadership role.
- 4.3 Undertake additional administrative duties, as required.

### **5. Role-specific duties**

- 5.1 Provide intellectual guidance and leadership in the design of the three-year program, by defining in detail the key themes to be explored, feasible research projects, and a timeline.
- 5.2 Oversee the process of identifying research partners – including revenue authorities, academics, civil society, and industry experts – and contributing to the arrangement of research contracts.
- 5.3 Provide high-level guidance to the program's activities, to ensure the quality and integrity of funded research.
- 5.4 Lead and conduct primary research (including fieldwork and data analysis) that feeds into the production of research papers, policy briefs, and case studies.
- 5.5 Use cases and research contents for technical assistance and capacity building.
- 5.6 Oversee the preparation of literature reviews and other research products as agreed with the funder.
- 5.7 In cooperation with the Policy, Advocacy, and Partnership Lead, liaise closely with policy and industry stakeholders to develop assets for technical assistance and capacity and to ensure that the research programme addresses policy needs and that the results are widely and effectively communicated and adopted.
- 5.8 Participate in the programme Advisory Board.
- 5.9 Coordinate with other ICTD staff to ensure maximum synergies between different components of the ICTD research programme.
- 5.10 Report regularly to the funder.
- 5.11 Represent the team at international meetings and conferences when required.

This Job Description sets out current duties of the post that may vary from time to time without changing the general character of the post or level of responsibility entailed.

## Person Specification

| Requirement    | Essential  | Desirable   |
|----------------|--|---|
| Qualifications | <ul style="list-style-type: none"> <li>Advanced research degree (PhD), preferably in economics, finance, political science, or related fields. Candidates without a PhD but with extensive research experience and a strong publication record will be considered.</li> </ul>  |   |
| Knowledge      | <ul style="list-style-type: none"> <li>Understanding of the technology and policies of digital financial services, digital identification, and/or financial inclusion.</li> <li>Familiarity with issues of financial services and digital ID in low income countries and for low-income populations.</li> <li>Understanding of tax policy and administration in low-income countries</li> </ul>  | <ul style="list-style-type: none"> <li>Good understanding of the technology and policies of DFS.</li> <li>In-depth knowledge around issues of financial services and digital ID in low income countries and for low-income populations</li> <li>Good understanding of tax policy and practice in low income countries.</li> </ul>   |
| Skills         | <ul style="list-style-type: none"> <li>Leadership and people management skills with evidence of proactive contribution to leadership and management current organisation</li> <li>Excellent research skills, including analytical and synthesis skills, as well as data analysis.</li> <li>Excellent interpersonal skills.</li> <li>Diplomacy and a professional approach when dealing with external partners and funders (from both Global North and South).</li> <li>Good communication skills, including English language verbal and writing skills.</li> <li>Well-organised, with the ability to prioritise work in order to meet competing deadlines.</li> <li>Excellent presentation skills, with the proven ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.</li> <li>Excellent organisational and administrative skills.</li> <li>Excellent IT skills, with the ability to produce high-quality learning support materials</li> </ul> | <ul style="list-style-type: none"> <li>Working knowledge of French or other languages</li> <li>Demonstrated ability to produce knowledge products for diverse audiences and sectors, including public, private, academia, and civil society</li> </ul>  |
| Experience     | <ul style="list-style-type: none"> <li>An international reputation in the field of study.</li> <li>Significant track record of influential publications in reputable journals and other appropriate media of similar standing.</li> <li>Experience of successfully leading large externally-funded research projects</li> <li>Extensive experience of quantitative research, particularly applied and policy-relevant research</li> <li>Experience of management of primary research projects in low-income countries, particularly in economics, finance, political science, or closely related fields.</li> <li>Experience in linking research and policy, and effectively communicating research findings to both academic and policy audiences.</li> </ul>   | <ul style="list-style-type: none"> <li>Experience of research on digital financial services and/or digital ID.</li> <li>Experience with the analysis of large datasets</li> <li>Collaboration with revenue authorities, multilateral organizations, financial service providers, or mobile network operators</li> <li>Development of evidence-based policy recommendations</li> <li>Working professionally in a policy environment</li> </ul> |

|              |   |  |
|--------------|---|--|
| Attributes   | <ul style="list-style-type: none"> <li>• Ability to exercise a high degree of innovation and creative problem-solving</li> <li>• Flexibility</li> <li>• Capacity to work across cultural / institutional barriers.</li> <li>• Ability to recognise potential, build capacity and train others to gain relevant skills.</li> <li>• Attention to detail and a commitment to the quality of outputs.</li> <li>• Ability to prioritise and meet deadlines</li> <li>• Ability to work with colleagues in different locations.</li> <li>• A proactive attitude towards work.</li> <li>• Commitment to collegiality and inter-disciplinary working</li> <li>• A willingness to participate in support activities beyond normal duties</li> </ul> |  |
| Heath/ Other | <ul style="list-style-type: none"> <li>• Frequent short term international travel.</li> </ul>   |  |

## Information to Candidates

### Benefits

At IDS we offer a number of additional 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.
- 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 <http://www.visitbrighton.com/>





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