About Development Initiatives

Development Initiatives applies the power of data and evidence to build sustainable solutions.

Our mission is to work closely with partners to ensure data-driven evidence and analysis are used effectively in policy and practice to end poverty, reduce inequality and increase resilience.

While data alone cannot bring about a better world, it is vital to achieving it. Data has the power to unlock insight, shine a light on progress and empower people to increase accountability.

We focus on three core areas to maximise our impact and achieve our mission:

- Strengthen data ecosystems and improve data quality by helping others to collect, share and manage data and use data responsibly and effectively
- Increase use of high-quality, actionable and data-driven analysis that can be used in policy and practice
- Create a culture of data use by growing people’s skills, expertise and confidence in data.

And we support partners to:

- Better respond to people’s needs through improved quality and use of data and evidence in policymaking
- Improve the quantity, quality and coherence of public finance and private investment
- Challenge systemic and structural barriers to equity and support the reform of existing systems.

We work at global, national and local levels, through a global hub connected to a growing network of regional hubs and partners. In the last five years alone our work has covered 78 countries and we currently have staff based in the Kenya, Uganda, the UK and the US.
Senior Development Finance Policy Advisor

Role content and purpose

We believe that by 2030 it is possible to bring about an end to extreme poverty. Yet current global and national investments are not reducing poverty fast enough to meet the agreed Sustainable Development Goals – other resources need to be better harnessed for poverty reduction. In addition to mobilising such investments we need to ensure they are targeted to the people and places most in need.

There are many different resources that have a role to play: national and international; public and private; and a range of investment flows supporting developmental, environmental and security public goods. There is currently only a partial understanding of what resources (financial and otherwise) are available, where they are available, how they are allocated, what resources are most effective and who they are benefiting. Development Initiatives (DI) is committed to building and communicating this data and evidence base – at local, national, and international levels – to ensure investments work more effectively, together and to their comparative strengths, to benefit people living in poverty and vulnerable contexts.

DI is also thinking beyond aid – what do future financing models, which will respond to the needs of tomorrow’s world, look like and how can they be developed to transition from other financial streams which may have reached their potential?

We are seeking a Senior Policy Advisor with strong experience of, and expertise in, the field of development finance that includes but goes beyond aid to other modalities such as climate finance, and other actors, such as private finance for development. The successful candidate will have in-depth knowledge of financing policy in national and international contexts, and be passionate about how wider resources and their associated actors, institutions and instruments can contribute to poverty reduction within an evolving global development finance architecture.

This post will provide senior research and policy input for our development finance portfolio of work. The post includes a combination of policy and data skills and deep knowledge on key stakeholders and institutions in the field. In particular, the postholder will have in-depth research skills including a technical understanding of development finance flows and how these flows link with wider research and policy fields of enquiry. Furthermore, the postholder will have expertise in translating innovative research into effective policy and advocacy messages.

They will be a positive, ‘can-do’ person who is ready to pursue new opportunities, forge innovative agendas and drive them through to delivery. Drawing on in-depth subject knowledge and applying excellent research and policy skills, they will demonstrate rigour,
robustness, and first-rate qualitative and quantitative research and writing abilities. They will be confident working with data and passionate about improving the availability and quality of data to improve decision-making.

Working closely with the Development Finance Lead and country and regional teams, they will represent DI externally as required and demonstrate a clear understanding of the changing external environment to ensure that DI’s work adapts, and remains unique and relevant.

You can read more about the Research & Analysis team here and the Investments to End Poverty programme here.

**Contractual details**

- **Start date:** As soon as possible, depending on notice period
- **Length:** Fixed-term contract for 12 months
- **Location:** DI’s Bristol office at First Floor Centre, The Quorum, Bond Street South, Bristol, BS1 3AE, UK. Although alternative locations within the UK will be considered for the right candidate.
- **Salary:** £44,000–£48,000 per annum, depending on experience
- **Hours:** 35 hours a week
- **Probation:** 3 months
- **Leave:** 25 days pro rata, plus all bank/public holidays

**Duties and responsibilities**

- Identify research opportunities and direct high-quality research for a range of audiences (including leading consultancy work), sometimes at short notice, and develop new and innovative ways to present DI’s work
- Maintain contemporary understanding of key themes, debates and actors to ensure work remains relevant and impactful, and contribute research ideas to DI’s development finance portfolio
- Provide specific technical inputs to research projects such as literature reviews, interviews, data compilation and analysis
- Produce written outputs (from in-depth reports to compelling blogs, briefings, reports and factsheets)
- Develop and maintain strong networks with development actors and research communities in collaboration with the Development Finance Lead and Engagement & Partnerships team
- Work closely with the Development Finance Lead to represent DI’s work externally at a senior level to decision-makers, partners, and other stakeholders. This will include presentation of research results at conferences and meetings nationally and internationally
- Work closely with Engagement & Partnerships, and Communications colleagues to ensure all work is responsive to our target stakeholders’ needs
Management duties

- Manage small teams to deliver work under the development finance portfolio
- Manage contractor relationships (setting terms of reference, managing quality)
- The role may also have some line management responsibilities.

General responsibilities

- Be aware of and take personal responsibility for any health and safety issues and obligations
- Uphold all aspects of company policies and procedures and legal requirements in relation to personal conduct
- Maintain personal professional development and personal development plans
- Be willing and committed to take on new work as and when required and to be proactive

No job description or role profile can encompass all tasks and duties that may be required, and we will expect the postholder to carry out other duties and tasks from time to time that are broadly consistent with those in this document.

Person specification

Experience and qualifications

Essential

- Postgraduate qualification in a relevant field (such as international development, economics, or international relations) or equivalent work experience
- Experience of working in the international development sector
- Extensive demonstrable experience of research in a relevant policy area
- Fluency in written and spoken English

Desirable

- Experience of working in government, a relevant international organisation or think tank
- Fluency in a second UN language is highly desirable

Knowledge

Essential

- Strong understanding of the global international development policy landscape and policy debates, including knowledge of key global institutions and policy processes (World Bank, UN, OECD and other key bilateral and multilateral donors)
The ability to interpret complex information and data and proven ability to draw out succinct and accessible narrative from data through clear and accessible presentation and products

Desirable

- Strong understanding of the types, instruments, actors, policy processes and political landscape within international development finance and ability to work within and beyond the development sector
- Experience of working in a matrix or project-based environment and delivering consultancy work for international clients

**Skills and abilities**

**Essential**

- Rigorous research skills in both quantitative and qualitative methods, with a strong track record of publications for policy audiences
- Excellent interpersonal skills and an ability to build strong and lasting relationships with stakeholders
- Ability to work under pressure and manage a varied workload, and deliver on time with attention to detail and accuracy
- Ability to work effectively independently as well as in a team environment
- Rigorous and conscientious, with a track record in ensuring a high level of accuracy and quality of outputs
- Excellent organisational skills
- Excellent communication skills, including experience of working effectively across cultures and with diverse audiences, both verbally and in writing

**Desirable**

- Engagement and networking experience in the development sector, and beyond aid
- Experience of managing relations/influencing a range of stakeholder groups, including governments, multilateral organisations, regional organisations, CSOs, politicians, the media, and the private sector
- Good data skills, with a critical understanding of sources of relevant data and a technical ability to analyse data

**Personal attributes**

**Essential**

- Flexible and willing to travel for up to six weeks of the year
- A proactive, engaged and willing self-starter with lots of initiative who can work independently with minimal support
• Willing to take on new work as and when required, and to step up and get hands-on when needed
• Excellent listener who can positively engage in dialogue with colleagues and others, and share and receive and feedback
• Confidence to speak and present to audiences at a range of internal and external forums
• Investigative by nature and rigorous in obtaining and validating new information

**Application details**

Your CV (no more than two pages) and covering letter, which should detail your skills and evidence of experience and how it relates to the job description, should be uploaded onto our [online application portal](#). Your letter should also include your salary expectations, notice period/available start date and where you saw the job advert.

Closing date: 6 March 2022
Other

We welcome applications from all sections of the community.

We have a duty to prevent illegal working by checking potential employees' documents, before employing them, to ensure they have the right to work in the country in which this post is based.

Development Initiatives is an equal opportunities employer, and in line with our policies, we aim to ensure that no job applicant receives less favourable treatment on the grounds of race, colour, nationality, religion, ethnic or national origin, age, gender, marital status, sexual orientation or disability.

We find it helpful for all applicants to complete our Diversity Monitoring Form, found on our website at: http://devinit.org/working-with-us/vacancies/

Working together

“People are our greatest asset” – it’s a well-used saying, but at Development Initiatives, it really is true.

We acknowledge that we work in an environment where the pace is often fast, and we need our people to be able to respond swiftly and creatively to new situations and demands, so it makes sense that the better our employees are, the more effective we will be. For this reason, we work hard to create an environment that meets everyone’s needs.

In line with our values (people-centred, purpose-driven and transparent), we aim for a culture of honesty and openness and want to attract and retain talented people who share our vision. We also like to offer individuals the space to use their talents in an innovative working environment with colleagues who are passionate about our vision.

UK

- Informal work environment (e.g. casual dress)
- Pension scheme with 5% employer contribution
- Flexible working arrangements (e.g. homeworking, flexitime)
- Healthcare scheme with employee assistance programme
- Paid study leave and financial support
- Paid professional membership fees
- Buy/sell holiday scheme
- Cycle to work scheme
- Free Fruit in the office on weekly basis
- Access to onsite gym at the Bristol office
- Enhanced holiday entitlement, plus all bank and public holidays and discretionary paid time off at Christmas
- Up to five days’ paid volunteering leave (addressing poverty/helping vulnerable people).
Development Initiatives (DI) applies the power of data and evidence to build sustainable solutions.

Our mission is to work closely with partners to ensure data-driven evidence and analysis are used effectively in policy and practice to end poverty, reduce inequality and increase resilience.

While data alone cannot bring about a better world, it is a vital part of achieving it. Data has the power to unlock insight, shine a light on progress and empower people to increase accountability.

Content produced by Development Initiatives is licensed under a Creative Commons Attribution BY-NC-ND 4.0 International license, unless stated otherwise on an image or page.

Contact
Connie Fitzgerald
Human Resources Officer
Connie.Fitzgerald@devinit.org

To find out more about our work visit:
www.devinit.org
Twitter: @devinitorg
Email: info@devinit.org

Development Initiatives is the trading name of Development Initiatives Poverty Research Ltd, registered in England and Wales, Company No. 06368740, and DI International Ltd, registered in England and Wales, Company No. 5802543. Registered Office: First Floor Centre, The Quorum, Bond Street South, Bristol, BS1 3AE, UK.