Development
finance lead

Bristol, UK
Development Initiatives (DI) is an international development organisation that focuses on putting data-driven decision-making at the heart of poverty eradication.

Our vision is a world without poverty that invests in human security and where everyone shares the benefits of opportunity and growth.

We provide rigorous information to support better decisions, influence policy outcomes, increase accountability and strengthen the use of data to eradicate poverty.

“At DI we constantly strive to make the best contribution we can to ending poverty, building resilience and ensuring that no one is left behind. We know that good data is essential to successfully and sustainably end poverty. We use our specialist expertise in data to bring forth information about people in poverty, where financing is going, what’s working, and whether those in greatest need are reached. We also play a role in improving the openness, quality and use of data. This is crucial for resources to be used effectively to address poverty and ensure that everyone is being counted.”

Harpinder Collacott, Executive Director, Development Initiatives
Development Finance Lead

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 and how they are allocated, what is most effective and who is benefiting. 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 poor and vulnerable people.

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 leader with strong experience of, and expertise in, the field of development finance, in depth knowledge of financing in international and national contexts, and a passion to propose 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 intellectual leadership for our development finance portfolio of work. The post-holder will provide vision, thought leadership and coherence throughout the next phase of this well-regarded, innovative theme. They will work across projects and geographies to inspire new thinking, mentor and develop staff to undertake cutting edge work, as well as ensure the integrity of DI’s analysis.

They will be a positive and ‘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 exceptional writing skills, they will demonstrate rigour, robustness and first-rate qualitative and quantitative research 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 Head of Engagement and country and regional teams, they will contribute to the development of a strategic engagement plan for our development finance work, represent DI at a senior level as required, and demonstrate a clear understanding of the changing external environment to ensure that DI’s work adapts,
remaining unique and relevant. They will also be an experienced and empowering manager – leading, supporting and nurturing staff across the organisation to both guarantee quality-assured work and build on their potential.

You can read more about our research & analysis team here.

Duties and responsibilities

Lead DI’s development finance portfolio of work

• Develop a clear, ambitious and coherent vision and workplan for DI’s ongoing development finance work and lead its implementation.
• Work closely with colleagues across the organisation to ensure strong synergies with all of DI’s work on poverty, humanitarian assistance, crisis financing and data use – building agenda-setting connections between finance, poverty, climate, vulnerability, sustainability and peace and security.
• Work closely with engagement and communications colleagues to ensure all work is responsive to our target stakeholder’s needs and co-develop a strategic external influencing plan that positions DI’s work on development finance within both international as well as regional and national discourse.
• Bring in new leads and grow the portfolio, as well as develop bids and oversee the delivery of a strategic body of development finance-related consultancy projects.
• Provide strategic leadership for the future direction of this theme and work with internal and external experts to develop new areas of work.
• Mentor and develop junior staff to become experts in the area of development finance.

Lead and produce research and analysis outputs

• Produce top quality research for a range of audiences, from in-depth reports to compelling blogs and factsheets, as well as developing new innovative ways to present DI’s work.
• Provide compelling and accessible synthesis of extensive research studies to demonstrate what works where, in which sector and why to drive policy-level decisions and financing to the right policies to eradicate poverty and increase the resilience of people.
• Provide project leadership, supervision, quality assurance and sign-off for research publications on finance topics.

Represent DI externally

• Working closely with the Head of Engagement to represent DI’s work externally at a senior level to decision-makers, partners and other stakeholders.
• Maintain and develop DI’s strong external networks across finance and poverty-related sectors, at global and country level, building new opportunities for partnerships and impact.
• Closely monitor external policy and practice, innovating and adapting the portfolio of work accordingly to ensure its relevance to key debates and stakeholders.
• Work closely with policy and engagement colleagues to drive forward an innovative approach to ensure uptake of DI’s work.
• Ensure DI remains at the forefront of new ideas and innovations for development finance and leads global and national debates on how to make financing more responsive to need, defining the financing architecture to the future as well as identifying new solutions to some of the major challenges of our time.

Management duties

• Line manage members of the research and analysis team in a matrix management structure.
• Provide mentoring and support for junior members of staff, giving opportunities for professional development and sharing technical skills and subject knowledge.
• As a senior member of staff, support DI’s Executive Director, directors and team leads to develop and implement organisational strategy and policy.
• Forge strong and functional links with and between colleagues working in other locations and expertise areas.
• Provide regular reporting on projects to the Executive Team, be confident to present to the Board as required and ensure all project risks are identified and managed as appropriate.

General responsibilities

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

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<tr>
<th>Area</th>
<th>Essential/ desirable</th>
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<tbody>
<tr>
<td>Experience</td>
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<tr>
<td>Experience</td>
<td>Strong, demonstrable experience of working directly with and / or analysing development, environmental and peace and security finance across a range of institutions.</td>
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<tr>
<td>Experience</td>
<td>Experience of leading projects and project teams across multiple locations.</td>
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<tr>
<td>Experience</td>
<td>Experience of developing and leading multiple complex projects and portfolios of work, from concept through to delivery</td>
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<tr>
<td>Knowledge</td>
<td>Strong understanding of the types, instruments, actors, policy processes and political landscape within international</td>
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Skills and abilities

- Rigorous research skills in both qualitative and quantitative methods, with a strong track record of publications for policy audiences.

- High-level engagement skills aligned to understanding of the international political and policy context. Ability to represent DI at a high level, demonstrated through relevant experience in speaking and presentations, and building and maintaining strategic networks.

- Good data skills, with a critical understanding of sources of relevant data and a technical ability to analyse data.

- Excellent writing skills, including proven ability to draw out succinct and accessible narrative from data.

- Excellent people management skills, with the ability to lead and support staff across teams in a matrix management structure and develop their skills, knowledge and experience.

Education

- Master’s degree in a relevant subject or equivalent work experience.

Personal attributes

- Able to work under pressure yet deliver on time with attention to detail.

- Investigative by nature and persistent in obtaining and validating new information.

- Rigorous and conscientious, with a track record in ensuring a high level of accuracy and quality of outputs.

Contractual details

| Start date: | As soon as possible, depending on notice period |
| Location: | DI’s Bristol office at North Quay House, Quay House, Temple Back, Bristol, BS1 6FL |
| Alternative locations within and outside the UK will be considered for the right candidate |
| Salary: | £45,000–£50,000 per annum, depending on experience |
| Hours: | 35 hours a week |
| Probation: | 3 months |
| Leave: | 25 days pro rata, plus all bank/public holidays |

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 emailed to: Connie Fitzgerald (Human Resources Officer) at HR@devinit.org, quoting ref: Dev Finance Lead in the email subject line. Your letter should also include your salary expectations, notice period/available start date and where you saw the job advert.
Closing date: 22 March 2020
First interviews: w/c 30 March & 6 April 2020

**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.

We are unable to offer sponsorship for a work permit-visa application. Evidence of right to work will be requested.

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/](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 and for this reason, we work hard to create an environment that meets everyone’s needs.

In line with our values (empowering, transparent, innovative, agile, quality), 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.

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<tr>
<th></th>
<th>UK</th>
<th>US</th>
<th>East Africa</th>
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<tbody>
<tr>
<td>Informal work environment (e.g. casual dress)</td>
<td>✓</td>
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<td>Pension scheme with 5% employer contribution</td>
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<th>Benefits</th>
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<td>Flexible working arrangements (e.g. homeworking, flexitime)</td>
<td>✓</td>
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<td>Healthcare scheme with employee assistance programme</td>
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<td>Medical Insurance</td>
<td>✓</td>
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<td>Paid study leave and financial support</td>
<td>✓</td>
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<td>Paid professional membership fees</td>
<td>✓</td>
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<td>Buy/sell holiday scheme</td>
<td>✓</td>
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<td>Cycle to work scheme</td>
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<td>Enhanced holiday entitlement, plus all bank and public holidays and discretionary paid time off at Christmas</td>
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<td>Up to five days’ paid volunteering leave (addressing poverty/helping vulnerable people)</td>
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