



Research Fellow in Conflict and Violence x 2 REF722

Vacancy Particulars



Institute of
Development Studies

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 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.

Our research focuses on important micro-level local dynamics of violent conflict and the choices and constraints facing individual people and communities, which are shaped by wider political and development dynamics and processes and longer economic transitions. We seek to influence policy and programming processes, through the development of relevant policies and approaches for working in and on conflict and through building partnerships with development practitioners.

Overall purpose of the role

The two new Fellows will help to lead, shape and actively contribute to the work of the IDS conflict cluster. Current research in the Cluster focuses on:

- How people live in areas of violent conflict
- Governance and institutional change in areas of conflict
- Long-term human capital outcomes and conflict exposure
- Conflict and gender-based violence

We are particularly interested in candidates developing new research agendas around international refugee movements, the organisation of armed groups, criminal cross-border violence and international terrorism.

The work of the conflict cluster is firmly aligned with the core IDS strategic themes of curbing inequalities, accelerating sustainability, and building inclusive and secure societies

Job Description

IDS Research Fellows come from a range of disciplines including economics, political science, anthropology, sociology, geography, health, environmental studies and others, and have the ability to work in an interdisciplinary environment. In addition, the Fellows we seek must have a demonstrated record of producing high quality research, a commitment to an approach of 'engaged excellence' in their work, and the ability to generate research funding. All Fellows are expected to contribute to the research, teaching and

training, advisory and influencing activities of the Institute, by engaging in the following types of activities.



Research

- Develop research and advisory work, projects and proposals related to the Cluster's core interests and IDS' main research strategy
- Conduct individual or collaborative research projects
- Identify sources of funding and contribute to the process of securing funding
- Support the development of new research agendas within the Cluster and across Clusters
- Continually update knowledge and understanding related to the Teams core interests

Liaison and networking

- Participate in and develop external networks, for example to identify sources of funding, market the Institute, obtain consultancy projects or build relationships for future activities
- Develop links with external contacts to foster collaboration
- Promote the work of the Institute both nationally and internationally

Communications

- Contribute to the production of academic publications, research reports and bulletins (an average of not less than one significant publication per year)
- Prepare proposals and applications to external bodies (e.g. for funding and contractual purpose)
- Disseminate conceptual and complex ideas to a wide variety of audiences using appropriate media and methods to promote understanding

Teaching and learning

- Contribute to teaching and training activities, with doctoral students and the various MA programmes offered at IDS
- Transfer knowledge in the form of practical skills, methods and techniques
- Develop own teaching materials, methods and approaches with guidance
- Challenge thinking, foster debate and develop the ability of students to engage in critical discourse and rational thinking
- Translate knowledge of advances in the subject area into the course of study

Collegiality

- Participate in Cluster and Institute activities as required
- Liaise with colleagues and students
- Build internal contacts and participate in internal networks for the exchange of information and to form relationships for future collaboration
- Act as a responsible Cluster member and develop productive working relationships with other members of the Cluster
- Act as a referee and contribute to peer assessment
- Act as a mentor to peers and colleagues
- Contribute to essential internal committees and working groups within the Institute as appropriate
- Belong to external research councils, boards and assessment committees for the wellbeing of the Institute.

Funding

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

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.

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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"> PhD in Political Science, Development Economics, Development Studies, Anthropology, Geography, or a related social science discipline addressing the study of conflict and violence (must be completed or close to submission by September 2016). 	<ul style="list-style-type: none"> Mixed data collection methods Fieldwork experience in conflict-affected countries Quantitative methods particularly in micro-econometric analysis Qualitative data analysis methods
Knowledge	<ul style="list-style-type: none"> Theoretical and empirical knowledge about political violence and links to development and state-building; Theoretical and empirical knowledge of political conflict analysis Be fully conversant with current development debates and policies; 	<ul style="list-style-type: none"> Experience of survey design; Expertise in quantitative and qualitative survey methods and analysis Experience in political analysis of conflict and violence, and writing for academic and non-academic audiences alike
Skills	<ul style="list-style-type: none"> Conducting primary fieldwork research Excellent writing skills Post-graduate teaching Presentation skills 	<ul style="list-style-type: none"> Modelling of political conflict causes and outcomes Social analysis in contexts of violence Language abilities beyond English
Experience	<ul style="list-style-type: none"> Strong track record of writing research proposals Implementing independent and collaborative research projects Postgraduate teaching Strong research record Success in securing research funding Experience of primary research in conflict-affected countries or areas Experience of working both independently and in close collaboration with development actors and institutions in those countries/ areas. 	<ul style="list-style-type: none"> Managing or coordinating research projects

Attributes	<ul style="list-style-type: none"> • Self-motivated, goal-oriented • Ability to work independently • Willingness to contribute to Cluster activities • Strongly committed to improving the lives of the poor and vulnerable • A demonstrated capacity to work in a multi disciplinary team and with overseas partners 	
Health/other	<ul style="list-style-type: none"> • Able to travel extensively internationally 	

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	A significant level of publications representing substantial original work by international standards
Research	Participation in research activities	Evidence of building up a portfolio of research through project participation in multi-person research	Evidence of successful leadership in multi-person research
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	Evidence of successful leadership in teaching, including programmes, pioneering the use of new teaching methods, or other major types of pedagogic innovation and teaching management

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 significant leadership and building standing of work in your areas. Plus, collegiality, such as mentoring of junior or new employees
Leadership	n/a	Evidence of the successful tenure of a leadership post	Evidence of successful tenure in a senior leadership post
Impact	Experience and interest in approaches that link research with impact	Demonstrable impact on policy and practice	Demonstrable impact on policy and practice, including impact on choices and decisions by influential policymakers or practitioners

Eligible candidates, at grade 9, will be able to apply for a professorial title from the University of Sussex.

Information to candidates

- All roles are ongoing contracts

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/

How to apply

Applications on official form only (CVs are not accepted)

Available from our website at: www.ids.ac.uk/jobs

Please send your application to:

Human Resources, IDS, Library Road, Brighton, BN1 9RE, UK

Alternatively please email your application to: hr@ids.ac.uk

Please insert the job title, and reference number into the subject line of the email. We would recommend that electronic applications are sent 24 hours in advance of the deadline, to ensure that there are no technical difficulties.

Owing to the large number of enquiries received, regretfully, it is not possible to enter into further correspondence with all applicants. Therefore, if you do not receive any communications by the interview date, please assume that, on this occasion, your application has not been successful.



Institute of Development Studies

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