

Post Doctoral Researcher in Evaluation of Complex Interventions (19-2019)



Hours per week: Full Time, 35 hours per week

Contract Type: Permanent

Grade: Grade 7

Salary: £36159 to £47794 per annum pro rata

Closing Date: 23.59 hours BST on Thursday 05 September 2019

Who We Are

The Institute of Development Studies (IDS) is a global research and learning organisation for equitable and sustainable change.

Our Vision

Our vision is of equal and sustainable societies, locally and globally, where everyone can live secure, fulfilling lives free from poverty and injustice.

What We Do

The Institute of Development Studies (IDS) is a global research and learning organisation for equitable and sustainable change.

In partnership with the University of Sussex, IDS is ranked first in the world for development studies by the QS University Rankings.

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 and many others to realise this positive change.

IDS has been working with partners to tackle complex development challenges in this way since 1966. 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. Through our learning offer we aim to strengthen the skills and capabilities of those already working within the development sector, as well as nurture a new generation of development thought, policy and practice leaders.

IDS publishes a wide range of high quality and high impact outputs, including our flagship publication, the *IDS Bulletin*, an open access, peer-reviewed journal exploring emerging international development challenges.

The Institute is home to over 200 staff and 200 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.

For more information go to: www.ids.ac.uk

Job Description

The role will sit within the Participation, Inclusion and Social Change Cluster, which 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.

Through our work, we aim to:

- Conduct and support participatory practice that is facilitative and developmental, challenging the dominance of 'external expert' knowledge in mainstream research approaches.
- Use, develop and share knowledge on participatory methods, which are a key part of participatory practice. These include systemic action research, peer research, participatory mapping, collective analysis, participatory numbers, and visual and digital approaches.
- Employ a holistic learning based approach that is 'responsive', 'reflective and 'adaptive', recognising that reality is constantly changing, and that participatory practice means continuous engagement.

Overall purpose of the role:

Post-doctoral research posts at IDS provide the opportunity for recent PhD graduates to develop further research experience, in collaboration with more senior colleagues. This is seen as a transitional position between a PhD and a longer-term research career. The position should also provide opportunity for the Post-doctoral post holder to write and publish, either collaboratively with others, or drawing from their own work, but the time and structure of this will depend on the nature of the funding for the post.

Working across two multi-partner global programmes the post-doctoral researcher will work with teams innovating in evaluation methodologies that bridge participatory and complexity-aware approaches to support evidence generation and learning for adaptive management. At the interface of design, operationalisation, documentation and practice of innovative MEL systems, this is a unique position for someone who is centrally concerned with understanding how development outcomes and impact can be achieved for those living at the margins, and who wishes to contribute to new, intelligent evaluation research in international development. Paying close attention to how multiple forms of evidence about how change happens are generated and bridged and learning from programme work will provide opportunity for an early career researcher to contribute to both theory and practice at a world class research institute.

The work will be under the direction and line management of either a Cluster Leader, Principal Investigator or other designated Senior Fellow. The line manager is responsible for induction, appraisal, support and ongoing management to support excellent performance, though these activities can be designated to other senior colleagues by agreement. The post will be supported by the Centre for Development Impact (CDI) at IDS. CDI contributes to learning and innovation in the field of impact evaluation, through the use of appropriate, mixed method, and robust evaluation designs. It is a joint initiative between IDS, Itad and the University of East Anglia (UEA).

The line manager will support the Post-doctoral Researcher to achieve a programme of published work and in the second year of the post, to identify and pursue suitable future funding opportunities, building up independent fundraising skills.

The Post-doctoral Researcher will also be a member of the Participation, Inclusion and Social Change research cluster whose leader and members can be expected to provide broader intellectual support, but who are not responsible for fundraising or career progression.

Postdoctoral Researchers will have a 'career progression review' towards the end of their two years in post, conducted by a designated small group of IDS research leaders and managers, to take stock of performance and advise on career development prospects.

All post-doctoral Researchers are additionally welcome to take advantage of the Institute's mentoring scheme.

Responsibilities

The responsibilities of the Postdoctoral Researcher include:

Research activities

- Undertake a range of desk research, including carrying out literature reviews and other background research activities in timely fashion to the agreed standard.
- Undertake field-based research as appropriate.
- Maintain up to date knowledge of key literatures and methodologies on the relevant areas of research.
- Write up literature reviews, formal reports and other syntheses of projects, including web topic guides, issue papers and other documents as required in accordance with the agreed specifications.
- Produce high quality publications, aiming at a minimum of one article-length piece during each year of the post-doctoral fellowship
- Assist with managing projects in collaboration with hub staff and the relevant research leader, including budgets, timelines and outputs.

Networking and liaison

- Build and maintain networks and relationships with clients, funders and partner organisations.
- Promote the work of the Institute both nationally and internationally.
- Develop links with external contacts to foster collaboration and partnerships.

Communications

- Work on all aspects of effective communication outputs, including social media, media interviews, and the production of high quality publications.

Teaching and Learning

- Contribute to post-graduate teaching and the production of on-line teaching material.

Collegiality

- The post-doctoral Researcher will be a member of the Participation, Power & Social Change Cluster and will have opportunities to participate in the activities of the wider cluster
- Contribute to the strategic development of IDS, and taking part in IDS-wide discussions and debates
- Carry out other IDS-related and ad hoc tasks as required
- Contribute to the collegial life of IDS
- Participate in cluster/department and Institute activities as required. Act as a responsible group member and develop productive working relationships with others

Funding

- Depending on their main funding source and its expectations, the post doctoral Researcher will have opportunities to develop and seek funding for other research studies, including participating in and leading the development of new proposals.
- Identify and pursue new funding sources.
- Assist with, and increasingly, lead, the development and writing of bids and proposals
- Build relationships which are likely to lead to funding

The Post Doctoral Researcher position is a fixed term position, for two years. It is normally fully funded in the first year and 75% funded in year two by which time individuals will be expected to start to diversify their funding and pursue funding opportunities. With support and training the aim is for the post doctoral researcher to develop their own portfolio of work. It is anticipated that for the right candidate this role will eventually lead to the possibility of application to a Fellowship position at IDS, subject to a vacancy arising and meeting the required standards as assessed by the Fellow Review and Promotion Board. The funding for these two programmes has been secured for four years, so there is an opportunity to continue to work on these existing programmes.

Person Specification

Skills and experience

Selection Criteria Description	Essential [E] or Desirable [D]	Assessed by *
Qualifications		
<ul style="list-style-type: none"> • PhD in Development Studies, Anthropology or Political Science • Demonstrate appropriate record of academic outputs 	E	A
Knowledge		
<ul style="list-style-type: none"> • Broad, varied and in-depth knowledge of the theoretical and practical literature on impact evaluation, contribution analysis, complexity-aware approaches, monitoring, evaluation and learning, evaluation of innovation, participatory action research, adaptive management • Fluency in spoken and written English 	E	I
Experience		
<ul style="list-style-type: none"> • Substantial work, research and/or programme experience on developing countries or relevant roles • Experience of production of research outputs, demonstrated by appropriate record of working papers and reports. • Experience of designing and conducting a research study including secondary and primary research • Experience of conducting fieldwork in isolated conditions • Experience of literature review and working with 'grey literature' • Experience of data management and analysis 	E	A/I
<ul style="list-style-type: none"> • Experience in the development of research proposals • Experience of teaching at university level and development of teaching materials • Experience of turning research findings into policy-relevant outputs (eg policy briefings; effective communication or dissemination events or products) 	D	A
Skills		
<ul style="list-style-type: none"> • Excellent analytical, research methods (qualitative and/or quantitative) and writing skills, demonstrated by a record of projects, publications and reports • Ability to translate academic knowledge into policy and practice-relevant outputs • Strong interpersonal skills, including: <ul style="list-style-type: none"> - Ability to work with researchers from a variety of backgrounds and in a variety of contexts, including overseas - Ability to work collaboratively in multi-disciplinary and mixed skill teams (e.g. researchers and practitioners); - Skills in negotiation, problem-solving and decision-making • Strong organizational and time management skills, including the ability to manage a complex workload 	E	A/I
<ul style="list-style-type: none"> • Production of teaching materials for post-graduate students • Use of ICTs for dissemination of research methods and findings • Spoken and written communication abilities for a range of audiences • Languages (spoken and read beyond English) 	D	I
Attributes		

<ul style="list-style-type: none"> • Self-motivated, goal-oriented, enthusiastic and entrepreneurial attitude • Demonstrated capacity for leadership and innovation in the field • Commitment to team and collaborative working • Problem-solving approach 	E	A/I
Other		
<ul style="list-style-type: none"> • Willingness and ability to travel internationally 	E	A/I

*A - Application I - Interview

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/>

How to apply

Please apply using the online application form.