



JOB DESCRIPTION

Job Title	Head of Peace Economies
Reports to	PAU Director(s)
Direct Management Responsibility	Adviser, consultants, and interns
Job location	London
Grade	2
Contract Duration	Open ended

Job Purpose

The Peace Economies Head manages a small team within Alert's newly configured Peacebuilding Advisory Unit, and is appointed at a time of strategic renewal in the context of the organisation's COVID-19 Resilience Plan. The post holder will provide strategic, conceptual and hands-on policy and practice leadership and support for Alert's work understanding and advising on economic drivers of conflict and peace through enhanced political economy analysis; the varied contribution of different economic actors to peacebuilding; as well as the range of impacts that different economic policies and practices of governments, international organisations, NGOs and businesses can have in conflict settings, working to ensure these are conflict-sensitive and conducive to peace. This signature area of Alert's peacebuilding practice is reflected across our global portfolio of peacebuilding programmes and the post holder will play a lead role in shaping and growing our practical expertise and building a new generation of policy influence and engagement around it – 20 years on since Alert published its first major [research study](#) on these issues.

The post holder will work closely with colleagues drawn from across the organisation (country and regional teams, PAU including Conflict Hub, Impact & Learning as well as Advocacy & Communication colleagues) to develop a new 3-year strategy for Alert's Peace Economies agenda, ensuring proactive resource mobilisation in collaboration with others. They will work across country teams, supporting and advising on peace economies practice that is focused on programming, gathering lessons about 'what works' and developing related policy insights and recommendations. They will play a key role in representing the organisation in relevant policy and other settings, profiling Alert's expertise, and ensuring relevant country teams are also closely engaged in policy outreach. The post holder will also deliver technical training, webinars, research, outreach and advice and produce policy relevant think pieces and commentary and represent Alert in various fora. They will lead technical research and respond to programming realities and evidence from the ground to shape global policy discussions. In turn they will take knowledge and learning from the global policy stage, back into regional programmes and country offices.

Duties and Responsibilities

1. Provides strategic leadership on peace economies programming in Alert

- Develops and implements a 3-year strategy for Peace Economies, to further Alert's thought leadership in this field framing the parameters of economic approaches to peacebuilding; and advancing policy engagement with governments, civil society, business leaders, corporates and others, to influence the positive impact of their activities, policies and practice on peace
- Stays current on economic trends and developments relevant to fragile and conflict-affected states – including political economy analysis methodologies – sharing and

exchanging these with colleagues internally and externally to deepen understanding on relevant topics

- Maps a path to financially grow Alert's work in this domain, and develops proposals and raises funds for new projects, working closely with colleagues across the organisation
- Works closely with the CC/NRM team to provide thought leadership and action on climate and economic development for peace.

2. Provides support to, and gathers evidence of peacebuilding impact in peace economies practice area from, Alert's country and regional programmes

- Provides expert support to country and regional programmes on economy and conflict/peace issues, facilitating exchange of expertise in this area is vibrant and accessible and delivering an ongoing series of learning opportunities across the organisation, and building a community of practice collectively shaping this agenda
- Promotes cross team collaboration linking to other P&P strands and Alert teams – leading and supporting the development and implementation of related strategies, activities, plans and proposals
- Curates and engages with initiatives that have an economic dimension to ensure complementarity and knowledge sharing within the organisation.

3. Leads, supports and engages in research, policy advocacy, training and other activities

- Oversees and supports programming on economic aspects of peacebuilding, and peace-related economic issues including conducting research, advising, advocating and facilitating
- Leads on the development and implementation of approaches and tools which enhance the peacebuilding potential of economic actors, policies, practices and projects
- Leads our engagements with companies and other actors focused on conflict-sensitive business practices and the UN Guiding Principles for Business and Human Rights
- Produces high quality communication materials for national and international policy makers and practitioners including: policy reports, briefing papers, discussion documents and articles, working closely with other departments
- Ensures that impact is clearly measurable and measured, through monitoring and evaluation
- Translates research and programme experience into pithy digestible policy products.

4. Manages staff and financial resources for effective programme delivery

- Manages and supervises staff
- Manages budgets in compliance with Alert and donor requirements
- Ensures that all projects have clear work plans for effective implementation
- Maintains good relations with donors and relevant partner organisations in the UK and overseas
- Ensures the timely preparation of external and internal reports as required
- Ensures financial sustainability of the team by effective resource planning and budget management

5. Develops and maintains networks and relationships with key policy audiences

- Builds and maintains networks and collaborative relationships with relevant partners including national and international institutions (e.g. other INGOs, academia, business networks, UN agencies, IFIs, companies, bi-lateral donors, OECD)
- Keeps abreast of sectoral policy discussions and prioritises where and when Alert engages to maximise influence and profile
- Represents Alert in various policy fora adapting programmatic and policy messages to relevant audiences.

Travel requirements

This position is based in London (negotiable) with overseas travel.

N.B. Due to C-19 travel restrictions are currently in place across all of Alert's work.

PERSON SPECIFICATION

ESSENTIAL REQUIREMENTS

Talents
<p>At Alert, we have Talent Management in our business model as we believe talented people are crucial to the success of our work. We believe all individuals are talented and success comes in matching the right talents to the right roles.</p> <p>For this role, the skills, qualifications and experience listed below are important, but we believe that to be successful in this job you will have the ability to apply a high-level conceptual analysis to generate practical ideas, and tailor and communicate these to diverse audiences with authority and empathy.</p> <p>You provide leadership through inspiration and example. You are innovative, entrepreneurial and creative, and you know how to influence people's thinking and ways of working. You are a networker who fosters and models collegial working relationships based upon open communication, respect and sensitivity.</p>

Is a strategic thinker with a track record of developing and leading successful programmes
Extensive experience leading teams and building relationships amongst teams
Has a sound knowledge of development economics and can articulate how economic policies and practices can make a difference for peace, including from a gender perspective
Specific experience in one or more of Alert's focus regions.
Proven ability to identify how policy change occurs to inform policy products and research
Understands how the private sector and governments function, either through working for them or engaging with them
Is able to clearly and appropriately communicate and work with diverse companies, governments and institutions to influence their thinking and policies
Can demonstrate an ability to motivate and collaborate effectively, including with those over whom you have no direct line management authority
Strong background and commitment to gender sensitivity, particularly evident in training and policy influence activities.
Proven track record of managing funding relationships and developing successful well-defined funding proposals and concepts for donors/clients.
Ability to network, establish and sustain key relations with policy targets, clients and colleagues.
French/Arabic/Russian and/or another language relevant to Alert's field programmes.
Has experience working in an NGO or if not, can demonstrate an understanding of the role that NGOs have in economic development and/or peacebuilding

DESIRABLE REQUIREMENTS

Experience of programming on climate crisis and conflict issues.
Experience in design and delivery of training
Has worked with or within donor or multi-lateral organisation
Has a network of contacts demonstrably useful for this position

SUMMARY TERMS AND CONDITIONS

Pension	The post-holder will be auto enrolled into the Alert Pension scheme which is currently with Scottish Widows, unless you choose to opt out. Pension contributions are currently equivalent to 10% of gross salary
Leave entitlement	25 days per year plus English statutory holidays.
Notice period	There will be an initial six months probationary period during which notice will be one month on either side. On successful completion of the probationary period notice will be three months.
Working hours	Full time staff are expected to work a standard 35 hour week, with some flexibility around start and finish times to be agreed with the line manager. All staff are required to work core hours 10am – 4pm.
Sport's club membership	Staff can take advantage of subsidised membership of a local sports club.