

**JOB DESCRIPTION**

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| **Job Title** | **Climate and Peacebuilding Advisor – Climate Change and Natural Resource Management** |
| **Reports to** | **Head of Climate Crisis and Natural Resource Management** |
| **Direct Management Responsibility** | **None currently, with potential of managing consultants and interns as appropriate** |
| **Job location** | **London or The Hague** |
| **Grade** | **3** |
| **Contract Duration** | **Open-ended** |

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| **Job Purpose** |
| This is an exciting time to join the Climate Crisis and Natural Resource Management (CC/NRM) team, part of the Peacebuilding Advisory Unit of International Alert. The urgency of the climate crisis and its impact on peace and stability is at the top of International Alert’s programming and influencing agenda. We are focusing on the links between climate change, natural resource management/ environmental issues and conflict.  The postholder will be key in driving the development and implementation of Alert’s peacebuilding programming that addresses the conflict risks linked to climate change and natural resources like land, water and forest. He/she will work alongside the Head of CC/NRM and the Climate and Peace Advocacy Advisor. He/she will contribute to, and in some instances lead, the development of new strategies and programmes, and implementation of programme activities in line with Alert’s strategy on climate change and NRM and linked to related issues around economic development and gender. This will include programme design, conducting and managing research, drafting reports, developing proposals, provide support to, or lead on, certain aspects of complex consortium initiatives, relationship building with donors and other strategic partners, representing the team internally and externally, independently undertaking advocacy activities with donors and international partners, providing support to Alert’s field-based teams where relevant, developing and facilitating trainings and workshops, and fulfilling financial and administrative tasks to enable and support the above mentioned responsibilities, including budget management of relevant projects. |
| **PAU/NRM roles and responsibilities** |
| 1. **Contribute to the strategic leadership on peacebuilding, NRM and climate change strategies, approaches and projects in Alert**    * Provide critical input and support to developing and implementing Alert’s strategy on climate change and NRM and its links with gender and economic development, ensuring collaboration with colleagues across the organisation.    * Establish and maintain relations with donors and other strategic partners to advocate and identify opportunities for new programming.    * Contribute to, and when appropriate lead on, specific fundraising opportunities by developing and writing of project proposals, including conceptualisation of new ideas and preparing project budgets.    * Stay current on the discourse on and state of play regarding climate change, NRM and peacebuilding as well as the links with other related issues. 2. **Contribute to internal and external capacity building and collaborative programming**    * Engage with regional/country programmes and other colleagues to support the integration of NRM and climate change concepts, methods and programming in proposals and activities, including with partners.    * Work with partner organisations and Alert colleagues collaboratively to develop and |

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| implement projects and workplans   * Work closely with the Peace Economies team and Gender team colleagues to explore linkages and joint areas of work and fundraising. * Develop and deliver trainings and workshops to Alert staff and external parties as agreed.  1. **Conduct and coordinate research designed to inform and influence the policies and practices of governments, Intergovernmental organisations and non-governmental organisations and businesses.**    * Design, coordinate and conduct policy-relevant research on peacebuilding and NRM, and oversee research consultants as agreed.    * Write and contribute to research reports, case studies, policy briefs and thematic papers to influence the policy and practice of peacebuilders and others that have an influence on prospects for peace in various contexts.    * Collaborate with other teams in Alert to ensure that research and advocacy build on experiences of country teams. 2. **Conduct influencing, advocacy and outreach activities.**    * Develop advocacy strategies and lead or support implementing these using the results of research and project achievements, through writing and disseminating reports, analyses, position papers, case studies and blogs; one-to-one meetings, organising and participating at relevant advocacy and outreach events.    * Work closely with programme colleagues and the Advocacy and Communications teams on the development of advocacy approaches and outreach materials to promote research results.    * Develop and maintain relations with key stakeholders and interlocutors globally but more specifically in Mali, UK, EU and The Netherlands, in order to build networks through which to learn and to share advocacy messages. 3. **Manage administrative and financial resources for effective programme delivery.**    * Work with the Head of NRM and Climate Change in the administrative tasks required to enable smooth and effective delivery of the NRM and Climate Change programme and activities.    * Manage and co-manage agreed project budgets in compliance with Alert and donor/ client requirements.    * Use appropriate Monitoring and Evaluation (M&E) methods to assess the results of projects and their activities.    * Contribute to communications planning and delivery as well as knowledge management on NRM and Climate Change activities and achievements.    * Implement other tasks as may reasonably be requested. |
| **Travel requirements** |
| This position is based in London (UK), The Hague (Netherlands) or Nairobi (Kenya). Travel to conferences and country teams might be required and generally will be ranging from a few days up to a few weeks. Once Covid-19 related travel restrictions subside across the world, the postholder can expect to travel 3 to 6 weeks in total per year. |

**PERSON SPECIFICATION**

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| **Talents** |
| At Alert, we have a system of Talent Management. We believe all individuals are talented and success comes in matching the right talents to the right roles. For this role, the skills, qualifications and experience listed below are important, but we believe that to be great in this job you need a talent for understanding, generating and shaping complex ideas and articulating them clearly and creatively verbally and in writing. You will be proactive with a strong sense of initiative and can convince people of the importance of an issue, project or initiative. |

**ESSENTIAL REQUIREMENTS**

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| Post-graduate degree in a subject with demonstrable relevance to the role |
| At least five years of experience in peacebuilding in fragile contexts |
| At least two years of experience in issues related to climate change, natural resource management, environmental issues and/or conservation in developing countries. |
| Demonstrable practical and theoretical understanding of conflict and peacebuilding issues and  the links to the management of natural resources like land, water and forests, wider environmental issues and/or conservation. |
| At least five years of experience in support or management of projects and programmes with an international organisation and/or the peacebuilding sector in developing or fragile contexts (headquarters level or field-based), including as part of complex consortium initiatives. |
| Demonstratable experience in research, analysis and writing evidence-based advocacy material including generating policy recommendations. |
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| A theoretical and practical understanding of governance and power in fragile states. |
| Understands conflict and gender sensitive analysis. |
| Is experienced and comfortable working in fluid and remote, team-based projects across internal departments and with external partners including complex consortiums. |
| Ability to take initiative, work independently and proactively – the person will need to reach out to external peacebuilding and security actors and build relationships with them. |
| Is able to clearly communicate Alert’s work to diverse audiences including governments and  institutions to influence their thinking and policies. |
| Fluent in written and spoken English. |
| Has good French speaking and reading skills and is able to write emails in French. |
| Computer literate, in particular Microsoft office online file sharing programmes. |
| Creative thinker. |
| Good team player and colleague. |
| Comfortable in multi-cultural situations. |
| Ability to improvise and adapt. |
| Excellent inter-personal, communication and presentation skills (oral and written). |

# **DESIRABLE REQUIREMENTS**

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| Has contextual knowledge and experience in Mali or the wider West Africa and Sahel region |
| Has a network of contacts in Mali and/or the wider West Africa and Sahel region |
| Experience of working in a conflict-affected or developing country |
| Experience in writing concept notes and funding proposals |
| Experience overseeing consultants conducting specific (research) assignments |

**SUMMARY TERMS AND CONDITIONS - LONDON**

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| **Pension** | All staff receive a pension contribution which is equivalent to 10% of their gross salary. The post-holder will be automatically enrolled into the Alert Pension scheme, which is with Scottish Widow, but can choose to opt out. |
| **Leave entitlement** | A total of 36.5 paid vacation days per vacation year (January 1 to December 31). This entitlement includes all national holidays and office closure days between Christmas Day and New Year’s Day. |
| **Notice period** | There will be an initial six-month 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, on successful completion of the probationary period. |

**SUMMARY TERMS AND CONDITIONS – THE HAGUE**

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| **Pension** | After the successful completion of probationary period the post-holder becomes eligible for Alert Europe pension rights, backdated to the start of employment at Alert Europe. Pension contributions are paid into a personal pension of the employee’s choice and are currently equivalent to 5% of gross salary. |
| **Vacation allowance** | The vacation allowance amounts to 8% of the gross annual salary. It is calculated over the gross annual salary for the period from 1 June to 31 May and is paid once a year together with the salary for the month of May |
| **Leave entitlement** | A total of 36.5 paid vacation days per vacation year (January 1 to December 31). This entitlement includes your minimum vacation entitlement under Dutch law as well as 5 extra-legal vacation days, all national holidays and office closure days between Christmas Day and New Year’s Day. |
| **Commuter Allowance** | Post holder entitled to an allowance to cover commuting costs to and from work, provided s/he lives outside a 5-kilometre radius from place of work. The maximum monthly allowance is € 300 paid monthly on a reimbursement basis. |
| **Notice period** | During the probationary period, both Alert Europe and post holder may terminate the employment agreement with immediate effect. On successful completion of the probationary period notice will be two months. |
| **Working hours** | The working week will be a maximum of 36 hours over 5 working days. Actual working hours are agreed mutually between you and your manager; however, a core time of 10.00 - 16.00 must be worked by all staff. |