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Research Fellow and Knowledge, Impact and Policy Cluster Leader

Closing date: Monday 13 March 2023

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Delivering world-class research, learning and teaching that transforms the knowledge, action and leadership needed for more equitable and sustainable development globally

Director's foreword
Melissa Leach

IDS has produced important research findings and impacts around inequality, climate change, sustainability, gender, security, taxation, health, food and more, and launched new programmes in areas such as disability, modern slavery, youth employment and religious inequalities. This has involved incredible teamwork within and between our 10 research and knowledge clusters and professional staff, in numerous projects with partners all over the world.

Our five-year strategy, 'Transforming Knowledge, Transforming Lives' sets out how we aim to respond to the disruptions and shocks of our era in an even more international, collaborative and transformative approach to development research, learning and teaching. We are embracing commitments to: Upholding climate and environmental justice; reducing extreme inequities; fostering healthy and fulfilling lives, and nurturing inclusive, democratic and accountable societies. To do so, we are committed to championing the use of evidence for social and environmental justice. Our c. 65 IDS Research Fellows are the Institute's core researchers, teachers and leaders, and I'm delighted to invite applications for a new Research Fellow to lead our Knowledge, Impact and Policy Cluster. If you think there's a good fit between your aspirations, expertise and experience, and those we are seeking, we look forward to hearing from you.

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Director of Evidence and Impact foreword
James Georgalakis

The new leader of our Knowledge, Impact and Policy Cluster will be central to the delivery of our strategic priority to champion evidence for social and environmental justice. You will achieve this through both your leadership of the Cluster and your own applied research and learning.

We have long explored issues of epistemic injustice and the navigation of the politics of knowledge mobilisation at IDS and I am therefore delighted that we will be adding to our diverse community of thinkers and doers, a researcher-practitioner who is committed to addressing these issues. Our work on engaging inclusive research with policy and practice goes back many decades. We pioneered knowledge services for development and communities of practice, such as ELDIS and the Knowledge, Evidence and Learning for Development programme (K4D). We deliver rapid response services in times of crisis, such as the Social Science in Humanitarian Action Platform (SHHAP) and we are committed to the co-production and co-communication of research with marginalised communities.

Now more than ever we need to join up our world-class research communications, research on impact pathways and knowledge management, with applied research on these processes. The distinctions between knowledge producers and users have become increasingly blurred and the challenge of getting evidence into use has become more widely understood as a problem of knowledge production rather than transfer. I look forward to working closely with the successful candidate to explore new innovations in equitable knowledge mobilisation and new research opportunities on transforming evidence for impact.
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About IDS

The Institute of Development Studies (IDS) delivers world-class research, learning and teaching that transforms the knowledge, action and leadership needed for more equitable and sustainable development globally.

Through equitable and sustainable partnerships, we work with governments, philanthropic foundations, non-governmental organisations, academics and civil society to transform approaches to progressive social, political and economic change in ways that ultimately make a difference to people's lives.

We have helped foster innovative new partnerships that have generated millions of dollars in additional tax revenues in Africa that can be reinvested in countries' national development. We have worked to provide solutions to environmental problems that build on local people's knowledge and practices. We have highlighted the role of local communities in bringing an end to deadly epidemics like the Ebola virus. We have nurtured hundreds of exceptional development leaders and champions including political leaders, country Ambassadors and government officials, civil society leaders and entrepreneurs.

Our reputation for research and international outlook is second to none and reflected in our performance in the latest QS World University Rankings where we are ranked first in the world for development studies, together with the University of Sussex. We are also ranked as the number one international development think-tank by the 2019 Global Go To Think Tank Index Report.

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

Knowledge, Impact and Policy Cluster

The Knowledge, Impact and Policy (KIP) Cluster has pioneered approaches to linking up the supply of inclusive research with the demand for evidence from governments, multilaterals, and development agencies. It has successfully mobilised knowledge in response to urgent crises, including Covid-19, and is providing tailored analysis and accompanied learning services to the UK Government, Foreign Embassies, INGOS and research funders. KIP is also making a significant contribution to the field of evidence-informed policy and practice, with projects exploring impact pathways during the Covid-19 pandemic, research on knowledge translation in the global South and evidence to policy initiatives like the Knowledge, Evidence and Learning for Development (K4D) programme.

The KIP Cluster is composed of 25 staff organised into four sub teams covering: research communications, knowledge management, MEL and publishing. KIP is uniquely placed to work across disciplines, sectors and the Institute's research and professional teams. It directly supports IDS research projects with engagement strategies and MEL and manages the publication of our flagship output, the peer-reviewed journal the IDS Bulletin, amongst many other publications produced across our projects and programmes.

The KIP Cluster, and IDS more widely, is now seeking to further a research agenda in Development Studies that will contribute to scholarship around equitable knowledge mobilisation in low- and medium-income countries and produce research science and analysis that challenges epistemic injustice.

Overall purpose of the role

We are seeking to recruit a new Research Fellow who will lead the Knowledge, Impact and Policy Cluster and oversee its work designed to enhance the equitable production and use of evidence. They will provide intellectual leadership and strategic direction to the Cluster and its pool of knowledge professionals, specialist practitioners, and evaluators. As a Research Fellow, the individual will also be responsible for directly producing high-quality research that explores knowledge mobilisation processes in low- and medium-income country settings and connects the theory and practice of knowledge for development. Through this work they will also contribute to teaching and professional development and enhance the impact of the Institute.

This is an exciting opportunity to build bridges between IDS' established high-quality professional work in research communications, knowledge brokering, MEL and publishing, and a research agenda on the politics of evidence use and impact. The successful candidate for this post may come from a political science, sociology, or science communications background, with expertise in one or more sectors in which they have explored the relationship between evidence and policy or practice. They will need to combine proven leadership skills with an ability to undertake innovative applied research that promotes diverse forms of knowledge.

They are line-managed by the Director of Evidence and Impact and receive academic support and mentoring from a senior IDS Fellow. Overall, it is expected that Cluster Leader responsibilities will account for approximately 50% of time in this role, with the rest dedicated to research. However, we anticipate that the research will be closely integrated with the

Cluster which is leading major programmes of work that are seeking to promote marginalised perspectives, enhance evidence uptake and produce learning on these processes.

As this is a combined role for a Research Fellow (spanning two possible levels of seniority depending on experience) and leader of the KIP Cluster. You will see Research Fellow responsibilities, and Cluster Leader responsibilities and a combined personal specification.

Job details

This is one role for a single post-holder.

Research Fellow and Knowledge, Impact and Policy Cluster Leader

- **Salary: £49,528 – £65,570 (initial appointment will be in this range per annum depending on experience).**
- **Post Type: Full Time**
- **Contract Type: Permanent**
- **Responsible to: Director of Evidence and Impact, with academic mentoring from senior IDS Fellow**

IDS is committed to eliminating discrimination, and to embedding and supporting equality, diversity and inclusion among our workforce, in our work and in all our activities.

We welcome applications from all sections of the community, irrespective of background, belief or identity and particularly encourage applications from groups which are underrepresented in our workforce. This includes people from Black, Asian and Ethnic Minority backgrounds.

We recognise the benefits and importance of an environment that supports flexible working and are open to conversations about this throughout the application process.

Research Fellow Responsibilities

*Depending on level of experience the candiate could be hired either as a **Fellow** role or **Senior Fellow** role. Additional responsibilites for Senior Fellow role are in the red boxes.*

Research, networks and communication

- Develop research projects and proposals related to IDS strategic themes and the core interests of the KIP Cluster.
- Conduct individual or collaborative research projects.
- Support the development of new research agendas.
- Continually update knowledge and understanding related to focal interests.
- Participate in and develop external networks, for example to identify sources of funding, build relationships for current and future activities, and enhance research impact.
- Develop links with external contacts to foster collaboration and partnerships.
- Promote the work of the Institute both nationally and internationally.
- Contribute to the production of academic publications, research reports and IDS Bulletins (a minimum of one significant international quality publication per year).
- Disseminate conceptual and complex ideas to a wide variety of audiences using appropriate media and methods to promote understanding.
- Contribute to IDS blogs, and social media, produce opinion pieces, and participate in media interviews.

Senior Fellow – additional responsibilities

- Carry out independent research and act as a Principal Investigator or project leader on major research projects.
- Develop proposals for major research projects, which will make a significant impact, and lead to an increase in knowledge or understanding.
- Produce high-quality research outputs that have significant impact in the field, for publication in monographs or recognised high-quality journals, or performance
- Exhibition, as appropriate, and make a significant contribution to the field a acceptable levels of volume and academic excellence.
- Provide academic leadership and support to those working within relevant research areas.

Teaching and learning

- Contribute to IDS teaching and training activities in focal areas of interest, including doctoral student supervision, MA programmes and short courses (please note that IDS Fellows are not expected to carry as great an academic teaching load as they would in a more conventional university appointment).
- Transfer knowledge in the form of practical skills, methods and techniques.

Senior Fellow – additional responsibilities

- Lead the innovative design, development and delivery of programmes of Post Graduate Teaching and short courses.
- Supervise PhD students, ensuring that they have a quality experience that link well to individual or Cluster research interests.

Collegiality

- Participate in cluster and Institute activities as required.
- 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.

Senior Fellow – additional responsibilities

- Chair and/or play a key role in Institute working groups or committees, as required.

Funding

- Contribute to the cluster's collective income target and to individually raise sufficient funds to meet annual research income target.

Knowledge, Impact and Policy Cluster Leader Responsibilities

Leadership of the Knowledge, Impact and Policy Cluster

- Provide intellectual and strategic leadership to the Cluster, setting priorities that clearly contribute to the IDS' vision, mission, and financial targets.
- Line-manage the KIP Cluster management group (4 managers/sub-teams).
- Champion strengthened knowledge exchange, impact, and organisational learning within IDS – at a project, programme and Institute level, working across the Institute's research clusters and centres.
- Project-manage a portfolio of specific contracts, ensuring they are delivered effectively within agreed timeframes, to the agreed quality and within budget.
- Provide strategic support to IDS projects focused on knowledge exchange and learning.
- Lead donor reporting, project evaluations, and learning processes.

Strategic leadership and learning

- Contribute to IDS' overall approach to knowledge exchange, research communications, and policy engagement and help position the Institute externally as a thought and technical leader in these areas.
- Keep abreast of latest thinking and technology in the areas of Open Access scholarly publishing, knowledge exchange, evidence into use, and research communications.
- Work closely with the Director of Evidence and Impact and Director of Research to identify opportunities for cross-Institute learning and innovation around getting evidence into use.

Cluster fundraising and financial management

- Support Cluster members, IDS researchers and professional staff to identify new funding opportunities and to develop new funding proposals.
- Work closely with the Fundraising and Development Office (FDO) and Communications and Engagement Team (CET) to identify partnership opportunities and develop new fundraising propositions.
- Maintain a strategic overview of the Cluster's funding position, ensuring that an accurate picture of current and future funding levels is maintained.
- Support all necessary due diligence and financial controls.

Person specification

Successful candidates will clearly and explicitly demonstrate their experience and ability to raise funds which will support salary and overheads costs through research, teaching and advisory work.

Requirement	Essential	Desirable
Educational qualifications	PhD in a relevant social science or exceptionally, equivalent research experience.	
Knowledge	• Quantitative and/or qualitative research methodologies. • Excellent understanding of research communication/exchange and evidence into use theory and practice. • Expertise in one or more key areas of policy or practice in relation to mobilising knowledge for development (e.g. public health, social policy, humanitarian response, food security, nutrition etc). • Familiarity with academic publishing and research knowledge products. • Understanding of monitoring, evaluation and learning (MEL) principles and practice. • Good understanding of project and programme management approaches.	• Familiarity with digital communications and knowledge-sharing approaches. • Some technical understanding of knowledge platforms and research repositories. • Understanding of Research Data Management and Open Access publishing.
Skills	• Excellent writing skills. • Good design and delivery of teaching/training. • Good presentation skills. • Excellent interpersonal and influencing skills. • Proven leadership and strategic planning skills. • Excellent project management skills including financial management. • Excellent Partnership building.	• Language skills – particularly French, Spanish and/or Portuguese.

Experience	• Conducting primary research. • Experience of supporting knowledge exchange, policy engagement and research use. • Experience of supporting monitoring and evaluation and organisational learning. • Experience of managing and motivating multi-disciplinary teams and helping them meet financial targets. • Experience of managing multi-stakeholder programmes and portfolios of projects. • Success at fundraising and project proposal development for a variety of different funders.	• Direct lived experience of engaging research evidence with practice in low-income settings. • Experience of conducting policy focused applied research in developing countries.
Attributes	• Ability to work effectively with both practitioners (particularly knowledge professionals) and researchers. • Ability to combine high-quality research with effective engagement with development and policy actors. • Ability to work independently. • Ability to exercise a high degree of innovation and creative problem-solving. • Interest in engaging research with practice and policy.	
Health/Other	• Willingness and ability to travel overseas as required (as part of ongoing research projects and consultancies).	

Additional key areas	IDS Grade	
	Grade 8 (Fellow)	Grade 9 (Senior Fellow)
Publications	A number of peer-reviewed publications that may be single or jointly authored but which represent substantial original work which adds value to a relevant body of literature.	Track record of significant and high-quality publications in reputable journals and other appropriate media of similar standing.
Research	Evidence of building up a portfolio of research through project participation in multi-person research.	Advanced theoretical and applied skills relevant to the analysis of and engagement in development research.
Teaching	Evidence of successful participation in teaching through lecturing, supervision, and short courses.	Significant experience of high-quality teaching at undergraduate and postgraduate level. Experience of successful curriculum design or re-design. Significant experience of supervising postgraduate students.
Academic Reputation	Evidence of building reputation in your areas, for example, blogs and podcasts, presentations, invitations to advisory committees, steering groups, key roles in wider networks, significant role in civil society organisations.	An emerging international reputation in the field of study.
Leadership	Evidence of the successful leadership of a large team or programme.	Experience of leading major research programmes or centres.
Impact	Demonstrable impact on policy and practice.	Significant impact on the production and use of research in a specific sector or low-income context.

Information to Candidates

- IDS has a values-driven, non-hierarchical culture, in which formal organisation 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 decisionmaking, through the Research and Teaching Forum, and sub-committees and task-based working groups, as appropriate.

- All roles are ongoing contracts.

The Recruitment Process

Prospective candidates who have questions about the role and would like to discuss these may contact James Georgalakis, Director of Evidence and Impact (IDS): j.georgalakis@ids.ac.uk

Subject to the number and quality of applications received, you may be contacted by the Institute and requested to provide copies of your publications as part of the shortlisting stage. If you are successfully shortlisted you will be invited to attend a two-stage interview procedure. If you are invited to attend an interview, as part of the interview process, you will be asked to give a presentation to the appointing panel and Cluster members, details of which will be provided.

References will be sought from those attending interviews, to be provided to the interview panel on the interview day.

Please note, confidentiality of candidates is respected throughout the selection and interview process and so the application forms and references will only be shared with those on the short listing or interview panel.

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.
- a reward and incentive scheme for Fellows.
- a commitment to flexible working: available to all staff and includes part time, home working options, career break scheme and leave of absence.
- cycle to work scheme.
- 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, plus annual leave purchase scheme.

- enhanced sickness pay entitlements.
- an employee assistance programme.
- support with relocation costs for staff joining us from outside the UK.
- 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

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