



Linking local priorities and global challenges

Principal Researcher (Inclusive Blue Economy)

IIED are looking for a dynamic senior researcher to lead our work on the ocean and blue economy. The position offers the opportunity to build on world leading action research and convening which has included innovative work on incentives-based fisheries management and a programme of work to support the Least Developed Countries (LDCs) to participate actively in negotiations to establish a framework for the governance of the High Seas (the BBNJ negotiations). IIED offers a unique opportunity for the right individual to provide intellectual leadership to coalitions of actors seeking to put sustainability and social justice at the centre of global efforts to shape the future of the blue economy.

Job details

Group	Shaping Sustainable Markets (SSM)
Reports to	Director, SSM
Responsible for	2 Researchers (Grade 4)
Purpose of job	Lead IIED's inclusive blue economy programme of research, policy influencing and capacity building that currently includes the use of economic instruments and financing for sustainable fisheries and marine ecosystems management, and equitable ocean governance. The postholder will have the opportunity to develop new areas of work that promotes the transition towards an inclusive blue economy at national, regional and global levels.
Main contacts	<p>Internal: Shaping Sustainable Markets Group, in particular those working on measuring and financing Sustainable Development. Natural Resources Group, Human Settlements Group, Climate Change Group, Communications Group; Business Development colleagues</p> <p>External: local partners and researchers; marine and fisheries stakeholders; donors; national, local and municipal governments; business; citizen organisations; global networks and multilateral agencies. Sida have provided extensive funding support to this work up to now and are a key external stakeholder.</p>
Contract type	Permanent
Hours	Full time
Location	Central London
Grade and salary	Grade 2 £57,055 - £62,872 (up to £70,999 for exceptional candidates depending on skills and experience), plus benefits

Context

IIED is a policy and action research organisation. We promote sustainable development to improve livelihoods and protect the environments on which these livelihoods are built. We specialise in linking local priorities to global challenges. IIED is based in London and works in Africa, Asia, Latin America, the Middle East and the Pacific, with some of the world's most vulnerable people. We work with them to strengthen their voice in the decision-making arenas that affect them — from village councils to international conventions.

The [Shaping Sustainable Markets Group](#) works to ensure that markets – big and small – are fair and enable poor people and nature to thrive. Our research focuses on the mechanisms, structures and policies that bring about more inclusive and green economies. We are researchers, convenors and thought leaders. Our strength is in finding locally appropriate solutions to complex global and national problems.

The Shaping Sustainable Markets Group has a research programme <https://www.iied.org/inclusive-blue-economy>, which looks at the use of innovative economic solutions to address the problems facing the fisheries sector, and to support healthy marine and coastal ecosystems and resilient communities. We want to enhance understanding not only of the contributions that marine resources make to economic growth and the livelihoods of millions of people who depend on them, but also of the potential impacts of climate change on these resources and the implications for food security. We identify and promote incentive mechanisms that align ecological and economic outcomes in equitable ways. In this way, we want to inspire, inform and influence people who have the power to make positive changes, including fishermen and women, governments, scientists, private enterprises and consumers.

Main responsibilities

1. Research and intellectual leadership (35%)

- Lead and develop the Blue Economy work including research, advocacy, policy advice, capacity building and influence, in collaboration with colleagues, partners and collaborators.
- Direct the design, development, coordination and implementation of the research programme on Inclusive Blue Economy and initiatives at the group, cross-group and institute level.
- Mentor, coach and supervise researchers to contribute to increasing research capacity and quality internally.
- Publish results in a variety of southern and internationally recognised outlets to sustain own and further enhance own and IIED reputation.

2. Management (20%)

- Supervise and organise the work of research or project teams to ensure clear roles, effective ways of working, performance standards and research quality.
- Oversee the creation and management of budgets by managers or senior coordinators.
- Effective line management of staff members and oversee the sound application of IIED human resources policies for their recruitment, performance management, development and retention, working closely with group heads, managers and coordinators, and HR colleagues.
- Manage personal administrative tasks related to own work.

3. Communications, outreach and influence (20%)

- Work closely with colleagues from the Communications Group to set direction for research communications.

- Contribute to the international advocacy of IIED with external audiences.
- Actively disseminate the results of IIED and partners' research to influence debates and policy changes in line with the mission of the institute.
- Promote relationships with key actors and networks and identify new potential partnerships and alliances.
- Build collaboration and joint work with partners worldwide to strengthen mutual learning, capacities and networking.
- Participate in international bodies and influence international negotiations and/or processes to achieve policy change in support of an inclusive Blue Economy

4. Business development and fundraising (20%)

- Provide expertise and support to groups / IIED business development and fundraising efforts.
- Lead major funding bids, which develop and sustain research support for own area of work and advance IIED reputation.
- Raise more than own salary, and contribute largely to the salaries of others, in particular of colleagues and coordinators.
- Mentor or coach less experienced colleagues to win funding for their own projects.
- Co-write and/or provide ideas and comments on concepts and proposals developed by colleagues.
- Develop and expand long-term relationships with existing and new potential donors.

5. Contributions to institutional life (5%)

- Provide intellectual leadership internally on relevant issues and areas of work related to the Blue Economy and Ocean Governance agendas.
- Participate in organisation-wide projects, initiatives or working groups.
- Build and sustain internal contacts and networks, facilitate intellectual debates and participate in peer-reviews.

This job description defines the levels of responsibility and areas of involvement of the post; the details of the duties may change over time and do not form part of the contract between IIED and the post holder.

Person specification

Skills and experience

	Essential	Desirable
Qualifications	A PhD and evidence of extensive research expertise and experience in environment and development.	
Knowledge	Research, project management, communications	
Experience	<p>Wide-ranging research experience evidenced by international reputation in own field and a highly regarded publication record.</p> <p>Track record of securing funding for large projects (project value of £1 million and above) from a wide range of donors.</p> <p>Well networked with extensive experience of coordinating and sustaining diverse teams or collaborative networks, including from a distance.</p>	
Skills	<p>Fluency in English to convey complex messages in a clear, concise and effective manner to different audiences orally and in writing</p> <p>Excellent capacity to engage with debates, processes, actors and institutions in the sustainable development arena and to influence agendas and achieve impact.</p> <p>First-class technical, analytical and conceptual skills.</p> <p>Excellent organisational skills for self and multidisciplinary multicultural teams.</p> <p>Excellent management skills:</p> <ul style="list-style-type: none"> • Projects: extensive project management experience. • People: ability to coordinate, support, motivate, energise and develop individuals and teams. Commitment to mentoring and team working. • Budgets: experience of large and complex budget management and reporting. • M&E: experience of establishing M&E systems and effective quality control for complex work programmes and teams. 	Working knowledge of another relevant international language
	Knowledge of MS Office (word, excel, powerpoint) and other statistical packages such as SPSS and STATA.	

Behavioural competencies

Competency	Description	Level required
Communicating with impact	The ability to influence, negotiate, build awareness and create credibility with others through the use of clear and effective communication	2/1
Delivering excellence	A concern for delivering high quality work and improving performance. Consistently looks for ways to add value to colleagues, partners and stakeholders	2
Developing others	Invests time and energy in fostering the long-term learning and development of others. This can involve the provision of practical advice, support, feedback or training to support development	1
Initiative	Thinks ahead and takes decisive action to make the most of opportunities and avoid future issues	1
Leading others	Leads own team and the wider organisation, through providing clarity, energy, decisiveness and long-term direction	2
Working collaboratively	A desire to work cooperatively with others to maximise the effectiveness of IIED, build knowledge and understanding and minimise duplication of effort	2