

## Global Thematic Advisor – Markets and Livelihoods

<b>Location</b>	Global – any location where CA has a presence	<b>Department</b>	PPC
<b>Reports to (Job Title)</b>	Programme Policy Lead	<b>Salary Band</b>	C low
<b>Matrix manager (if applicable)</b>	Click here to enter text.	<a href="#"><u>Competency level</u></a>	3

### Role definition

#### Role purpose

To provide technical leadership and enhance capacity of programmes/ partners and other relevant stakeholders in the organisation to address issues related to markets and livelihoods. To contribute to Christian Aid becoming a thought leader in the area, through generating learning and evidence from programme practice, and linking this to improving programmes and influencing (public) policy.

#### Key outcomes

- Country Programmes staff and fundraising colleagues are able to draw on markets and livelihoods expertise through a transparent support request process, and quality assurance input is provided – in order to design and deliver strong programme work on markets and livelihoods, and raise funds for this work
- Appropriate learning processes (e.g. in-depth advisory and accompaniment, programme frameworks, communities of practice) are developed so that good practice is captured and shared, staff confidence is built, and practice improves at country programme level
- Strong relationships exist with key policy and advocacy colleagues, with a focus on ensuring that insight and learning from programme practice feeds into, and influences public policy development, and provides evidence for advocacy materials
- Active engagement takes place with Research, Evidence and Learning (REL) advisory to ensure that opportunities are developed to integrated REL processes into market and livelihoods programme design and delivery to strengthen the evidence base for, and the development of programme policy in this area
- Christian Aid's work on markets and livelihoods is presented and promoted through national and international networks, resulting in an enhanced organisational profile within the sector
- Latest thinking, knowledge and debates are followed in order that key insights are brought into Christian Aid, and learning from our practice can be well positioned to engage in /influence external thinking
- Programme advisory and resource materials on markets and livelihoods are developed on the basis of Christian Aid's values, strategies, and adaptive programming approaches, and informed by ongoing learning of Christian Aid and others
- Surge capacity exists to enable in-country and remote support to programme delivery where and when additional skills/people are required - for short, medium and long term (throughout the programme cycle) to deliver the programme to agreed standard on time and to budget

## Role agility

**Expected national travel per annum**

Occasional travel

**On call/unsocial hours** No

**Expected international travel per annum**

Up to 75 days

## Surge capacity for emergency responses

No

In order to respond to ever changing demands within the environment, Christian Aid operates within an agile framework (both in workforce and operational) that requires from all employees, a high level of responsiveness and adaptiveness to processes and structures making flexibility and a project based working approach the norm. To sustain this system, managers may/will agree further details of specific tasks and duties as part of the performance agreement. Any reasonable duty may be assigned that is consistent with the nature of the job and its level of responsibility, and employees may be required to change the focus of their role from time to time.

## Role context

Our work on markets and livelihoods currently includes interventions focused on the market sector (i.e., strategies focused on making markets more inclusive of poor and excluded communities) and on 'target communities' (i.e., to increase their ability to develop livelihoods, access markets and be active in market system development through the use of participatory approaches). A focus on markets cuts across our humanitarian response (through looking at market system recovery); our interest in resilience and preparedness (on food security and market resilience); our development programming (work on value chains, integrated livelihoods, and social enterprises) and policy work (on eco-systems to develop evidence for alternative pathways to economic transformations). The postholder will need to be agile in how they respond to and engage with the range of market related programmes across the organisation, and bring coherence and focus to this work.

This role is one of five 'Global Thematic Advisors' who sit in the Global Thematic Advisory hub as part of the Programme Policy, Research and Learning team; one of three teams in our Policy, Public Affairs and Campaigns Department (PPC). Although located in PPC the team holds a cross-organisational remit, working to provide a bridge between our country level programme delivery and our global and UK policy, advocacy and campaigning functions.

The team houses three hubs – functional advisory on Research, Evidence and Learning; strategic cross-organisational advisory on gender justice, poverty, power and prophetic voice; and thematic advisory and programme policy. We have five Global Thematic Advisors: climate; market and livelihoods; governance and human rights; health; and gender.

PPRL exists to provide thought leadership to the organisation, research and sector-based expertise to support practice across our global programmes, and enhance the links between national programme delivery and learning; and global policy analysis and understanding.

Staff provide technical support, advisory, capacity strengthening and accompaniment to strengthen the quality of our programmes, facilitate knowledge exchange between Christian Aid programmes

and the wider development and humanitarian sector, and integrate appropriate research methods to build a strong evidence base from our programme experience. Across the team staff provide strategic advisory to ensure to enable our global policy and national programme work to evolve coherently, maximising the synergies across the different areas of practice, and ensuring that programmatic learning informs our policy development and positioning. The team also emphasises external collaboration with academics/researchers, sector experts, donors, policy makers and peers to encourage innovative programming, bring learning and insight from our practice to influence the wider sector and build the case for practitioner research and learning.

It has a particular interest in strengthening links with critical thinkers from the global south who may offer challenge to dominant paradigms, and collaborate with Christian Aid to shift power in whose knowledge counts and how development is understood

## Role requirements

### Relationships

**External** Other INGOs (including peer agencies in the ACT Alliance), practitioners, consultants, academics, critical thinkers and markets and livelihoods experts especially those based in the global south and donors, to ensure that Christian Aid's approaches and learning are informed by and inform external thinking/ debates

**Internal** Relevant country programme staff and policy advisors in PPC, Global Thematic Advisors, other members of the Programme Policy, Research and Learning hub, Programme Funding, Humanitarian, Programme Quality and Impact, coordination of a community of practice. This role needs to be able to link grounded programmatic understanding and applied practice to more theoretical concepts in markets and livelihoods; and to be able to translate these to programme generalists and public policy advisers. This role will also strongly link to our corporate economic justice campaign.

### Decision making

#### Budgetary/savings responsibility

No specific budget responsibility, but may have delegated authority for specific projects. Leads the development of Christian Aid programme policy related to markets and livelihoods, and ensures this is aligned with, informed by and influencing Christian Aid's public policy positioning. Provides technical advice to senior managers. Manages research, learning and documentation initiatives, including associated budget and any staff, consultants, interns or volunteers appointed to support these activities

### Analytical skills

Strong analytical skills and high levels of judgement required, with the ability to undertake both broad strategic analysis and context-specific political analysis. Ability to link short- and long-term trends and integrate different strands of work to identify key priorities and opportunities. Ability to manage complex information and present complex issues clearly and accessibly, with responsibility for developing and articulating organisational policy and good practice. Deep knowledge of programme management and experience in delivering programmes within markets and livelihoods will be fundamental to enabling good judgement, leadership and understanding.

### Developing self and others

**Number of Direct reports**  
n/a

**Overall people management responsibility** n/a

The role is highly self-directing and requires significant independence and personal responsibility. It is a specialist/ advisory role, with a focus on supporting others to develop their thinking and practice. In addition to technical expertise, a high level of facilitation, coaching and mentoring is required. The role has responsibility for promoting coherence and shared understanding across a diverse programme and policy community. It needs to be able to link grounded programmatic understanding and applied practice to more theoretical concepts in markets and livelihoods; and to be able to translate these to programme generalists and public policy advisers.

#### Role related checks

**DBS clearance** Not required **Counter terrorism screening** Not required

#### Person specification

##### Applied skills/knowledge and expertise

###### Essential

- Post graduate or equivalent in international development or relevant discipline
- In-depth understanding of current thinking/ debates on markets and livelihoods, with working knowledge of pro-poor market development, market systems approaches, participatory markets approaches, and integrated livelihoods and value chain analysis, within international development and humanitarian contexts
- Familiarity with debates and practice on business and human rights
- Extensive practical experience of programme design, management and implementation of markets and livelihoods programmes at country and local level exposure to a range of market and livelihood programmes in different national settings
- Excellent communicator in English (written and orally)
- Extensive experience of international development, including familiarity with strategic planning and programme management
- A strong understanding of current thinking in sector-specific M&E, including adaptive management
- Ability to apply analysis of power / social exclusion to programme design and management
- Excellent facilitation skills and ability to promote critical thinking and reflection
- Experience of providing training, technical support and/or advice
- Creative thinking and track record of promoting innovation
- Demonstrable ability to build effective working relationships across organisations, including at a distance
- Ability to use digital communication tools to encourage learning and sharing
- Track record of promoting culture change and organisational learning
- Demonstrable ability to influence others and negotiate win-win solutions
- Excellent interpersonal skills, including the ability to discuss sensitive issues and inspire others to take up new challenges

###### Desirable

- Familiarity with partnership working and the role of civil society / faith based organisations in development
- Experience of designing, conducting and overseeing applied social research

- Experience of policy/advocacy work
- Experience of managing projects and/or consultants
- Working knowledge of another language relevant to Christian Aid programming

#### Digital/IT competencies required

<b>Word, Excel, PowerPoint</b>	Intermediate	<b>Web content design &amp; development</b>	N/A
<b>Internet based collaboration tools and video calling</b>	Intermediate	<b>Social Media</b>	Basic
<b>Data Visualisation</b>	Basic		

**DATE CREATED**

23/03/2020

**DATE REVIEWED**