

JOB DESCRIPTION & PERSON SPECIFICATION



Technical Specialist (Gender-Based Violence)

June 2024

Job Description and Person Specification

Technical Specialist – Gender-Based Violence

About the Role

This is a mid-level role in a leading international consultancy and research organisation in the field of social development. As a Technical Specialist, you will have the opportunity to work within the Gender-Based Violence (GBV) portfolio, with the potential to work in other thematic areas on gender and social inclusion.

We are seeking candidates who will thrive in a smaller, specialist consultancy organisation in the international development sector. Please read on to learn more about the company, team and role, and the kind of applicants we are looking for.

About Us

Social Development Direct (SDDirect) is a leading provider of high-quality, innovative social development expertise, consultancy and research services. As a specialist firm, we offer in-depth thematic expertise in safeguarding; gender-based violence (GBV) prevention and response; governance and inclusive societies; equal education and green economies and infrastructure (GEI), climate justice, digital, amongst others

We have a strong track record, over 20 years, of providing high-quality services that include technical advice and support, research, development assistance programme design, delivery and management, monitoring and evaluation. Our clients are leading international bilateral and multilateral development agencies, INGOs and Foundations. We are a medium-sized social enterprise, wholly owned by Plan International UK, with a global track record in over 50 countries. Read more about us and our work at: www.sddirect.org.uk

About the Team

The Technical Team delivers high-quality and innovative expertise across our social development thematic areas, meeting the evolving needs of clients worldwide.

The GBV portfolio, a crucial part of our Technical Team, works on a range of issues related to the prevention of and response to GBV.

You can view the technical team's profiles by visiting this link: [Meet our Team | Social Development Direct \(sddirect.org.uk\)](#)

ROLE OVERVIEW

Summary of role		
1	Reports to:	Tina Musuya (Head of Gender-Based Violence Portfolio)
2	Direct reports:	None
3	Location:	This is a UK-based role. You must have eligibility to work in the UK. SDDirect's Head Office is located in Old Street, London. We operate a hybrid working model with flexibility on the frequency of office visits. This can be discussed further during the recruitment process. International travel may be required for this role.
4	Appointment term:	Full time, permanent contract
5	Remuneration Package:	This role is Band C with a salary range of £33,500 - £43,000. Salary upon appointment will be commensurate with experience and in line with team members in equivalent roles. You can find further information about our benefits on our website, here: Working with us as an employee Social Development Direct (sddirect.org.uk)

As a Technical Specialist, you will focus on providing research and technical support on GBV across a number of SDDirect's projects. Your role will involve providing research for our two helpdesks, including the Ending Violence against Women and Children Helpdesk (for UK government staff) and GBV AoR Helpdesk (for humanitarian actors). You could also be involved in providing support to knowledge products and guidance material, policy and programme guidance, specialist research, and monitoring and evaluation of GBV programmes.

MAIN DUTIES AND RESPONSIBILITIES

- Undertake a range of desk research, including rapid response literature reviews, mappings, country briefs, longer knowledge products, interviews, and other research activities, within tight timescales and to a high standard.
- Work collaboratively to provide high-quality technical and programme management support on Gender-Based Violence (GBV) to a range of consultancy and research assignments. Some of these may involve international travel.
- Support the development of SDDirect's body of knowledge and practice on GBV, including by staying up-to-date with current thinking on key areas of research, good practice and relevant debates.
- Support in the delivery of other SDDirect projects across other portfolios (e.g. safeguarding, climate, digital) as needed and depending on availability.

- Contribute to positive relationships and collaboration with clients and partners, including with FCDO and other UK government departments, international agencies, non-governmental organisations, foundations, and consultancy partners.
- Support the growth of SDDirect’s portfolio of work in GBV by providing technical input and content for relevant expressions of interest, bids, and research proposals to prospective clients.
- Provide coordination and implementation support as needed to SDDirect’s learning, knowledge-sharing and dialogue activities (internal and external).
- Collaborate respectfully and effectively with colleagues and stakeholders from a variety of experience levels, backgrounds and cultures

This is not an exhaustive list as duties may vary from time to time in consultation with the post-holder.

Person Specification

Essential:	<p>Qualifications:</p> <ul style="list-style-type: none"> • A postgraduate degree in a relevant discipline (e.g., international development, politics, geography, political economy, human rights, sociology, gender studies, peace & conflict studies, etc.) or other equivalent experience which demonstrates an ability to conduct research and analysis. <p>Experience:</p> <ul style="list-style-type: none"> • Conducting rapid desk-based research, including literature reviews, evidence syntheses, semi-structured interviews and data analysis, and experience of working with ‘grey literature’. • Tailoring material for different formats and audiences, particularly policymakers, programmers and practitioners. • At least 5 years’ experience working on relevant issues in a developing and/or humanitarian context, including in a consultancy role or as an employee of a donor agency, international NGO or foundation, development research body, multilateral development organisation or women’s rights organisation. <p>Skills:</p> <ul style="list-style-type: none"> • Excellent analytical and synthesis skills, including the ability to digest complex research quickly, assess the strength of the evidence, and draw out key messages and implications for policy and practice.
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	<ul style="list-style-type: none"> • Qualitative and/or quantitative research methods. • Excellent written, verbal and presentational skills and an ability to communicate complex ideas to a range of audiences. • Ability to work in a fast-paced environment and meet strict client deadlines, with attention to detail. • Well-organised with the ability to prioritise work to meet competing demands • A strong team player, with excellent interpersonal and communication skills. You should have the ability to work collaboratively in multidisciplinary and mixed-skill teams and with researchers from a variety of backgrounds and in a variety of contexts. • Fluency in written and spoken English. <p>Other:</p> <ul style="list-style-type: none"> • Strong understanding of how GBV, gender equality and social inclusion issues interact. • A demonstrable commitment to human rights, gender equality and social justice. • Right to work in the UK
<p>Desirable:</p>	<p>Experience:</p> <ul style="list-style-type: none"> • Bid-writing and proposal development experience for consultancy and research opportunities. • Providing support for technical assistance, programme design, delivery or evaluation services relevant to gender / GBV. • Researching or working on SDDirect’s other thematic areas: safeguarding, governance and inclusive societies, inclusive economic empowerment, education, climate justice, digital inclusion, and monitoring, evaluation and learning. • Working in Sub-Saharan Africa, Middle East/North Africa and/or Central and South Asia. • Creating infographics. <p>Skills:</p> <ul style="list-style-type: none"> • Good public speaking, networking, and representational skills. • Fluency in other languages – e.g., French, Spanish, Arabic, Portuguese.

How to Apply

If you are interested in joining our dynamic team, please refer to the Person Specification and submit your tailored CV and cover letter. The deadline for applying is **21st July 2024**. Due to the high volume of applications, we are only able to respond to shortlisted candidates.

As this is a UK-based role, please confirm your eligibility to reside and work in the UK as part of your cover letter.

Our Selection Process

Social Development Direct's organisational vision is a just and equal world founded on gender equality and social inclusion. Our mission is to provide excellence in social development to support policies, laws, social norms and institutions that advance social, economic and political justice for all. We are committed to creating a safe, diverse, and inclusive workplace and welcome people from minority backgrounds to apply.

The selection process for this recruitment will include a pre-screening call with a member of our HR team, a **timed assessment** and a **competency-based interview** with **Tina Musuya** (Head of Gender-Based Violence Portfolio) and **Erika Fraser** (Associate Director, Technical Team). Assessments are scheduled for week commencing **29th July 2024** and Interviews are scheduled for week commencing **12th August 2024** and will be conducted remotely through Microsoft Teams.

For those who are invited to interview, we may process information about whether or not applicants have a disability or impairment so we can make adjustments during the recruitment process and implement the Disability Confident scheme. Our HR team will ask you to confirm that you have read our privacy notice and consent to providing this information before doing so. Our full privacy notice can be read on our careers page here: [Privacy Notice for applicants | Social Development Direct \(sddirect.org.uk\)](https://sddirect.org.uk/privacy-notice-for-applicants).

Should you have any enquiries or need assistance or accommodations to ensure accessibility throughout the application process, please contact the HR team at careers@sddirect.org.uk.

Safer Recruitment and the Misconduct Disclosure Scheme (MDS)

As part of our commitment to safer recruitment practices, SDDirect participates in the [Inter Agency Misconduct Disclosure Scheme](#). In line with this scheme, we will request information from the successful candidate's previous employers about any findings of workplace misconduct including sexual exploitation, sexual abuse and/or sexual harassment during employment, or incidents under investigation when the candidate left employment. We will also conduct a Disclosure and Barring Service (DBS) and anti-terrorism check.

Please note that background checks are undertaken for transparency. Any disclosures are looked at on a case-by-case basis and should not discourage you from applying. By submitting an application, the job applicant confirms their understanding of these recruitment procedures.