

Central African Borderlands Programme

Research Manager

RECRUITMENT PACK



WHAT WE DO



We promote lasting peace by facilitating discussions between people divided by conflict, enhancing trust and enabling them to identify mutually acceptable solutions to root causes of conflict.

We are committed to independence, impartiality and inclusivity and are known for our ability to empower otherwise excluded groups to engage in peace processes.



We train and equip local people to gain expertise as peacemakers. These people are now better skilled to act as peacemakers and help resolve and prevent conflict.

About Concordis International

Concordis works alongside those involved in or affected by armed conflict, helping them find solutions that address the root causes of conflict and contribute to lasting peace and economic development.

Vision, Mission and Values

Vision

Our vision is for every community affected by armed conflict to have the resources it needs to manage conflict peacefully.

Mission

- To build **trusting relationships** with people involved in or affected by armed conflict.
- To facilitate **challenging conversations** between people from opposing factions.
- To enable people to find **workable solutions** that address the root causes of conflict and contribute to lasting peace and economic development to **mutual benefit**.
- To include **women** as well as men, those in armed groups as well as those who chose not to take up arms, national governments as well as civil society.
- To **leave a legacy** of sustainable mechanisms that enable future conflict to be managed peacefully.

Values

We are committed to transformational justice and peacebuilding, underpinned by Concordis' values of:

- **Humility** – we recognise that we do not have all the answers, that there are different ways of dealing with and resolving conflict, and that our contribution should be part of a broad engagement by a number of people and organisations.
- **Impartiality** – we act in a consciously non-partisan manner.
- **Inclusivity** – we promote active participation in our dialogues from people representing as many strands of opinion or interest as are appropriate. We work creatively to give voice to people and groups who might otherwise be marginalised by reason of gender, age or ethnicity.

In carrying out its work, in dealings with its staff and in relation to governance and funding, Concordis:

- Acts with honesty, integrity and transparency and encourages accountability.
- Has proper regard for the welfare of all involved in its operations, both staff and beneficiaries.
- Consciously engages with women as well as men, values diversity and recognises the gendered dynamics of conflict.
- Is professional and respectful of others, acknowledging the importance of building relationships.
- Is reflective, responsive and nimble in its approach.

A Note from the Chief Executive, introducing the role:

Thank you for your interest in this exciting new role within the growing Concordis' team.

This programme exists because we were invited to act. Communities and authorities affected by conflict across this borderlands region recognised the impact of our longstanding work in CAR, Sudan and South Sudan, and invited us to set up mirrored programmes across the borders in Cameroon and Chad.

The donor also recognised the impact of this work and approached us unilaterally with an offer of a significant, four-year grant to implement this programme.

At Concordis, it's not good enough for us merely to deliver programme activities; we aim for sustainable impact for peace, addressing root causes of conflict and measuring attitudinal and behavioural change attributable to our work. Inclusivity is one of our core values, and we're looking to see transformation of conflict that's experienced by women as well as men, herders and farmers, people in rural settings as well as those in urban centres.

We're looking for a Research Manager who combines exceptional ability in research and report-writing, with a real passion for (and experience in) peacebuilding. We offer flexible hours and working from home, anywhere in the world. It will be vital that you have an excellent grasp of the context in the Central African region, which will require time spent there and, ideally, significant prior knowledge.

In the first months of the programme, the team will consult at least three thousand people, with a combination of key informant interviews, individual questionnaires and focus groups to build both quantitative and qualitative datasets.

This will add to a dataset of over ten thousand consultations over 6 years, so you'll have a unique evidence base at your disposal. We believe that, with your expertise and support, we could make better use of the rich information in these datasets, and we feel we owe that to the women and men we've consulted. The reports you produce will help amplify their voices, providing decision-makers in government and the international community with clear recommendations for activities that will address root causes of conflict and promote sustainable peace and development.

Some of the reports prepared to date are at:

<https://www.concordisinternational.com/centralafricanrepublic>

Best of luck with your application and do please keep an eye out for additional roles, forwarding them on to folks you think might be interested and a good fit.

Go well!



Peter Marsden
Concordis' Chief Executive

Information about the Central African Borderlands Programme:

The objective of the programme is to prevent and mitigate the impact of local conflicts in the border areas of the Central African Republic (CAR), Cameroon, Chad and Darfur, Sudan. The four countries depend heavily on agro- pastoral activities including cross-border transhumance: the seasonal movement of livestock across borders in search of good pasture for grazing.

The four year programme aims to address the root causes of instability and conflict in central Africa, particularly those associated with the practice of transhumance, by improving the resilience of cross border communities, strengthening local and border security and promoting local dialogue, conflict resolution and cross-border cooperation.

The programme builds on work Concordis has been doing with local communities in CAR and Sudan for over ten years and which it has recently been invited by local representatives to expand into the borderlands of Chad and Cameroon.

The programme has three specific objectives:

1. Manage border area agro-pastoral conflicts by setting up and / or supporting local community mechanisms for conflict prevention and management, with the active participation of women and youth.
2. Reduce illegal actions and agro-pastoral conflicts in and around protected areas (including national parks) near the border by establishing effective working partnerships between the manager of these areas and local stakeholders.
3. Strengthen cross-border local governance and contribute to local and high-level dialogues around conflict resolution and peacebuilding.

Programme activities are likely to include:

1. Consultation studies to understand the needs of local communities and identify drivers of conflict.
2. Strengthening or establishing local Advisory Groups for the prevention and management of conflict and to build resilience in local communities.
3. Workshops to address root causes of conflict and identify ways to transform conflict.
4. Training of managers of protected areas including national parks and of local communities who use the areas in conflict resolution and mediation to enable them to identify and address tensions and conflicts around the use of the parks.
5. The facilitation of cross-border agreements, building on the success of existing agreements including the Engagement Acts between local authorities in CAR and Chad.

The nature of this regional programme is that the approach will vary according to the local nuances of conflict. This flexibility will be essential in Darfur, Sudan where activities may need to be adapted with agility in response to a rapidly changing context.

Information about the Role:

Job Title: Peacebuilding Research Manager

Location: Flexible with regular visits to the Central African region, of at least a month for each visit

Reporting to: Regional Director, based in the Regional Office

Salary: €48,500 to €60,000 gross of tax. 33 days of annual leave (plus R&R if applicable, accommodation and food allowance when in-country)

Role Duties and Responsibilities:

Responsible for leading different stages of conflict-related research

- Leading different stages of conflict-related research and evaluation projects, including design, data collection, analysis, reporting and dissemination phases
- Analysing the result of Concordis' consultations to understand and present the nuances of conflict dynamics
- Collaborate with the research team of national staff to design the consultation methodology and to craft interview questions and focus group themes that will produce clear quantitative and qualitative datasets
- Collate, clean and analyse the quantitative and qualitative data and interpret findings
- Engage actively with the research team during and after their consultation, ironing out any issues arising and gaining further nuance and analysis from them
- Write reports for a range of audiences, presenting policy recommendations and the evidence-base behind them, in a way that is clear, professional and persuasive in a timely manner
- Contribute to the critical review, analysis and publication of reports, articles and data
- Conduct in-depth literature reviews using a variety of secondary sources

Support Project Development

- Support the development of new projects, including developing concepts and contributing to drafting proposals for grants that will fund ongoing peacebuilding work
- Contribute to the development of Concordis' peacebuilding methodology, including research techniques, data analysis, monitoring and evaluation

Person Specification:

Essential:

- Named (co)author in high-quality and published reports relating to peacebuilding, conflict analysis or similar;
- At least five years' peacebuilding experience (practical or academic);
- Exceptional level of written English and French
- Demonstrable experience of processing and undertaking statistical analysis of large quantitative and qualitative datasets using various software (e.g. SPSS);

- Able to write reports, in a range of styles, that capture the complex nuances of conflict, then communicate them in a way that is clear, concise and persuasive;
- Proven experience of delivering analysis and reports in a timely manner;
- Personal efficiency, resourcefulness, organisational ability and the ability to be flexible and maintain good humour in challenging circumstances;
- Awareness of cultural diversity and political sensitivities and ability to address such issues with tact, diplomacy and sensitivity;
- Commitment to Concordis' mission, principles, values (available at <https://concordis.international/mission-and-values>)

Desirable:

- Experience of working in the Central African Region
- Fluent in a third language of Sango or Arabic
- Focus group or interview facilitation skills

Application Information:

How to Apply:

Applications will only be considered if they are submitted as follows:

Submit your CV and a covering letter as two separate documents. The cover letter should be no more than two pages long and explain:

- Why you are interested in the post and why you'd like to work for Concordis
- How your skills and experience make you a good fit for the person specification
- What languages you can use to a professional level, including verbally and in writing.
- Name published reports (preferably including links to the reports) on peacebuilding, conflict analysis or similar where you've been a named (co)author
- Describe research you've undertaken and published relating to peacebuilding analysis
- Describe your experience of undertaking statistical analysis of large datasets
- Give examples of how you've tailored your publications for a range of audiences

The document should be saved in PDF in the following format:

Your First Name-Your Last Name–Document Name–Date(mmyy) eg, John-Smith-CV-0524

Please send both documents to hr@concordis.international

Timeline:

Closing Date: Sunday 23rd June at 23.59 hours

Selection Process:

All submitted applications will receive an automatic response acknowledging receipt but we regret that we will not be able to enter into individual correspondence with unsuccessful applicants.

Interviews are expected to take place online.

Equality Statement:

Concordis International is committed to treating all people equally and with respect irrespective of their age, disability, gender, race, religion or belief, sex or sexual orientation. We actively encourage equality and diversity and we look to recruit across age, gender, ethnicity and background to support our peacebuilding mission.

Queries:

If you have any queries or you would like an informal discussion about this opportunity, please contact the HR team by email on hr@concordis.international and we'd be happy to help.

We will keep your personal data carefully and within the requirements of the General Data Protection Regulations.

All offers of employment will be subject to pre-employment checks including satisfactory references and appropriate screening. This includes criminal records checks, review of sanctions and proscribed groups lists. Concordis also participates in the Inter-Agency Misconduct Disclosure Scheme.

For more information about Concordis International please visit our website at

www.concordis.international