



Poverty & Inequality Lead

Bristol, UK

About Development Initiatives

Development Initiatives (DI) is a global organisation that applies the power of data and evidence to build sustainable solutions that create an equitable and resilient world.

We work closely with partners at global, regional, national and local levels to ensure data driven evidence and analysis are used effectively in policy and practice to end poverty, reduce inequality and increase resilience.

We deliver **trusted and actionable insights** for decision-makers and partners based on what available data can tell us. We **increase data use** by growing people's skills, expertise and confidence in data and showing how data can drive better outcomes. And we **improve what data is available** by helping others to collect, share, manage and use data responsibly and effectively.

Through this, we are supporting partners to:

1. Better respond to people's needs through improved quality and use of data and evidence in policymaking.
2. Improve the quantity, quality and coherence of public finance and private investment.
3. Challenge systemic and structural barriers to equity and support the reform of existing systems.

So our work informs effective policy and practice, helps change mindsets and influences debate to bring about the changes we want to see.

With staff in Kenya, Uganda, the UK and the US, and partners in many other regions and countries, we have networks to make an impact across the globe.

We undertake an exciting portfolio of grant-funded work and we offer consultancy services to those who share our aims and values.

Poverty and Inequality Lead

Role content and purpose

Over the next decade, the decisions we make and the actions we take are going to dictate whether we successfully overcome major global challenges that threaten to reverse progress on poverty and exacerbate inequality. Achieving the ambitions of the 2030 Agenda for Sustainable Development (Agenda 2030) to eradicate extreme poverty and ensure that we leave no one behind amid those global challenges requires a different mindset, and new ways of measuring and monitoring progress.

Since 2017, DI has been [tracking the progress of the poorest 20% of people](#) and driving better data on these populations. By tracking such data, we can tell if the gap between the poorest 20% and the rest of a population is narrowing or widening – whether that's at the national level (the national P20) or the global level (the global P20). The P20 approach can be applied to track both poverty and inequality globally and, in every country, it is a universal approach that matches the universal ambition of Agenda 2030.

As part of our portfolio of work on poverty and inequality, we are working to:

- Strengthen global and national commitments to deliver the progressive and universal agenda set in 2015 – the Sustainable Development Goals (SDGs).
- Focus attention at the global and national level on the imperative of reaching the poorest 20% of people first.
- Support politicians, businesses, aid agencies and civil society organisations to develop policies and programmes that place the commitment to leaving no one behind at the centre of their approach.
- Highlight the policies and actions needed to target and deliver for the poorest people globally, nationally and locally.
- Provide data and analysis that both reinforces commitments to leave no one behind and offers practical support to organisations operationalising this principle.
- Insist on the importance of measuring progress to reinforce accountability between rights holders and duty bearers.
- Place particular focus on the availability, quality and use of data to hardwire key metrics into the international policy dialogue and highlight the trajectories needed to turn political commitments into delivery.

We are seeking a senior leader with strong experience of, and expertise in, the field of poverty and inequality policy analysis. This post will provide intellectual leadership for our poverty and inequality portfolio of work and guide data analysis on poverty and inequality. The postholder will need a good understanding of current policy debates on poverty and inequality, be confident working with data and understand different methodologies for measuring poverty and inequality. They must have a passion to improve the availability

and quality of data to inform decision-making. They will work across DI's projects and geographies to inspire new thinking, mentor and develop staff to undertake cutting-edge work, and ensure the integrity of DI's analysis.

They will be a positive and 'can-do' person who is ready to pursue new opportunities, forge innovative agendas and drive them through to delivery. Drawing on in-depth subject knowledge and exceptional writing skills, they will demonstrate rigour, robustness and first-rate qualitative and quantitative research abilities. They will be confident and comfortable in tailoring data and information to provide bespoke support aligned to needs and policy priorities of the organisations DI works with.

Reporting to the Director of Data Use, the postholder will work closely with colleagues across the organisation in all our regional hubs and lead projects on poverty and inequality. As part of their portfolio leadership role, they will contribute to the development of engagement plans for our poverty and inequality work and represent DI externally as required. They will demonstrate a clear understanding of the changing external environment to ensure that DI's work adapts, remaining unique and relevant. They will also be an experienced and empowering manager – leading, supporting and nurturing staff working on their portfolio to both guarantee quality-assured work and build on their potential.

Contractual details

Start date:	As soon as possible, depending on notice period
Length:	Permanent
Location:	DI's Bristol office at First Floor Centre, The Quorum, Bond Street South, Bristol, BS1 3AE, UK Alternative locations within the UK will be considered for the right candidate
Salary:	£50,000–£55,000 per annum, depending on experience
Hours:	35 hours a week
Probation:	3 months
Leave:	25 days pro rata, plus all bank/public holidays

Duties and responsibilities

Lead DI's poverty and inequality portfolio of work

- Provide leadership to translate DI's strategy into programmes of work that support the achievement of DI's strategic objectives.
- Develop a clear, ambitious and coherent strategy and workplan for DI's ongoing poverty and inequality work and lead its implementation.
- Apply in-depth knowledge and evidence of policies and programmes that reduce poverty and inequality to inform, guide and shape the policies of others and implement the 'leave no one behind' principle of the SDGs.

- Identify new opportunities, develop and pitch proposals to secure new opportunities that increase DI's portfolio of work on poverty and inequality.
- Work closely with colleagues leading on other major streams of work – such as development finance, humanitarian assistance, crisis financing and data use – to build synergies across the portfolios between poverty, finance, climate, vulnerability, sustainability and peace and security.
- Work closely with engagement and communications colleagues to ensure all work is responsive to our target stakeholders' needs, and co-develop a strategic external influencing plan that positions DI's work on poverty and inequality within international, regional and national discourse.
- Provide strategic leadership for the future direction of this work with internal and external experts, to take forward work that will support partners to tackle issues of poverty and inequality.
- Mentor and develop junior staff to become experts in the area of poverty and inequality.

Represent DI externally

- Represent DI externally, forging strong relationships with key stakeholders.
- Maintain and develop DI's external networks on poverty and inequality, building new opportunities for collaboration, partnerships and impact.
- Closely monitor external policy and practice, innovating and adapting the portfolio of work accordingly to ensure its relevance to key debates and stakeholders.
- Ensure DI remains at the forefront of new ideas and innovations for poverty and inequality, delivering presentations externally and participating in external expert groups as required/requested.
- Engage sensitively and be responsive to need, delivering bespoke tailored analysis, information and advice on measures to embed the leave no one behind pledge into policy and practice.

Lead and produce research and analysis outputs

- Produce top-quality research for a range of audiences, from in-depth reports to compelling blogs and factsheets, as well as developing new and innovative ways to present DI's work.
- Provide compelling and accessible synthesis of extensive evaluation research studies that demonstrate what works where, in which sector and why, to drive policy-level decisions to eradicate poverty and reduce inequalities.
- Provide project leadership, supervision, quality assurance and sign-off for research publications on poverty and inequality.

Management duties

- Manage staff and consultants as work requires to ensure the delivery of projects.
- Provide mentoring and support for junior members of staff, giving opportunities for professional development and sharing technical skills and subject knowledge.
- As a senior member of staff, support DI's Executive Director, directors and team leads to develop and implement organisational strategy and policy.
- Forge strong and functional links with and between colleagues working in other locations and expertise areas.
- Provide regular reporting on projects feeding into the organisation's quarterly reporting system, and directly to the Executive Team and the Board as required.
- Identify and manage programmatic risks.

No job description or role profile can encompass all tasks and duties that may be required, and we will expect the postholder to carry out other duties and tasks from time to time that are broadly consistent with those in this document.

Person specification

Area		Essential/ desirable
Experience	• At least seven years' experience of working directly with and/or analysing how poverty reduction can be achieved through policy and programmatic interventions.	E
	• Experience developing and leading multiple complex projects and portfolios of work, from concept through to delivery.	E
	• A track record of pitching and securing funding from donors.	E
	• Experience of leading projects and project teams across multiple locations.	D
	• Experience working with policymakers at global and national level.	D
	• Experience designing and undertaking research to provide evidence and recommendations for specific policy questions.	D
	• Experience working in a matrix structure, managing multiple projects and working across functional teams.	D
Knowledge	• A strong understanding of the types, instruments, actors, policy processes and political landscape within global poverty reduction, and the ability to work within and beyond the development sector.	E
Skills and abilities	• High-level engagement skills aligned to an understanding of the international political and policy context. The ability to represent DI at a high level, demonstrated through relevant experience in public speaking and building and maintaining strategic networks.	E

	<ul style="list-style-type: none"> • Rigorous research skills in both qualitative and quantitative methods, with a strong track record of publications for policy audiences. 	E
	<ul style="list-style-type: none"> • Good data skills, with a critical understanding of sources of relevant data and a technical ability to analyse data. 	E
	<ul style="list-style-type: none"> • Excellent writing skills, including a proven ability to draw out succinct and accessible narrative from data. 	E
	<ul style="list-style-type: none"> • The ability to work in a second language, for example French. 	D
Education	<ul style="list-style-type: none"> • At least a Master's degree in a relevant subject or equivalent work experience. 	E
Personal attributes	<ul style="list-style-type: none"> • Able to work in a fast-paced environment yet deliver on time with attention to detail. 	E
	<ul style="list-style-type: none"> • Investigative by nature and persistent in obtaining and validating new information. 	E
	<ul style="list-style-type: none"> • Rigorous and conscientious, with a track record of ensuring a high level of accuracy and quality of outputs. 	E

Application details

Your CV (no more than two pages) and covering letter, which should detail your skills and evidence of experience and how it relates to the job description, should be uploaded onto our online application portal. Your letter should also include your salary expectations, notice period/available start date and where you saw the job advert.

Early applications are highly encouraged; we will be reviewing submissions as they arrive, and interviews will be held periodically. As we are recruiting on a rolling basis, we reserve the right to end recruitment without notice.

Other

We welcome applications from all sections of the community.

We have a duty to prevent illegal working by checking potential employees' documents, before employing them, to ensure they have the right to work in the country in which this post is based.

We are unable to offer sponsorship for a work permit/visa application.

Development Initiatives is an equal opportunities employer, and in line with our policies, we aim to ensure that no job applicant receives less favourable treatment on the grounds of race, colour, nationality, religion, ethnic or national origin, age, gender, marital status, sexual orientation or disability.

We find it helpful for all applicants to complete our Diversity Monitoring Form, found on our website at: <http://devinit.org/working-with-us/vacancies/>

Working together

“People are our greatest asset” – it’s a well-used saying, but at Development Initiatives, it really is true.

We acknowledge that we work in an environment where the pace is often fast, and we need our people to be able to respond swiftly and creatively to new situations and demands, so it makes sense that the better our employees are, the more effective we will be. For this reason, we work hard to create an environment that meets everyone’s needs.

In line with our values (people-centred, purpose-driven and transparent), we aim for a culture of honesty and openness and want to attract and retain talented people who share our vision. We also like to offer individuals the space to use their talents in an innovative working environment with colleagues who are passionate about our vision.

	UK	US	East Africa
Informal work environment (e.g. casual dress)	✓	✓	✓
Pension scheme with 5% employer contribution	✓		✓
Flexible working arrangements (e.g. homeworking, flexitime)	✓	✓	✓
Healthcare scheme with employee assistance programme	✓		
Medical Insurance		✓	✓
Paid study leave and financial support	✓	✓	✓
Paid professional membership fees	✓	✓	✓
Buy/sell holiday scheme	✓	✓	✓
Cycle to work scheme	✓		
Enhanced holiday entitlement, plus all bank and public holidays and discretionary paid time off at Christmas	✓	✓	✓
Up to five days’ paid volunteering leave (addressing poverty/helping vulnerable people)	✓	✓	✓