



Poverty & Inequality Lead

Nairobi, Kenya (alternative locations within Sub-Saharan Africa will be considered for the right candidate)

About Development Initiatives

Development Initiatives applies the power of data and evidence to build sustainable solutions.

Our mission is to work closely with partners to ensure data-driven evidence and analysis are used effectively in policy and practice to end poverty, reduce inequality and increase resilience.

While data alone cannot bring about a better world, it is vital to achieving it. Data has the power to unlock insight, shine a light on progress and empower people to increase accountability.

We focus on three core areas to maximise our impact and achieve our mission:

- Strengthen data ecosystems and improve data quality by helping others to collect, share and manage data and use data responsibly and effectively
- Increase use of high-quality, actionable and data-driven analysis that can be used in policy and practice
- Create a culture of data use by growing people's skills, expertise and confidence in data.

And we support partners to:

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

We work at global, national and local levels, through a global hub connected to a growing network of regional hubs and partners. In the last five years alone our work has covered 78 countries and we currently have staff based in Kenya, Uganda, the US and the UK.

Poverty & Inequality Lead

Role content and purpose

Over the next decade, the decisions and actions taken by governments and leaders around the world will dictate whether we successfully overcome major global challenges that are threatening progress on reducing poverty and that exacerbate inequality.

and the actions we take are going to dictate whether we successfully overcome major global challenges that are threatening progress on reducing poverty and that exacerbate inequality. Robust, timely and relevant data and evidence on who is left behind, how, and why can play an important role in helping achieve the ambitions of the 2030 Agenda for Sustainable Development (Agenda 2030) to eradicate extreme poverty and reduce inequality.

As part of our portfolio of work on poverty and inequality, we work to strengthen the availability and use of high-quality data and evidence through:

- Assessing the quality of data ecosystems, reviewing the range of available data as well as assessing the governance, financing, inclusivity and interoperability underpinning these systems.
- Providing data and analysis that identifies who is left behind. Offering practical support to organisations looking to appropriately target interventions and monitor progress, reinforcing accountability between rights holders and duty bearers.
- Providing data and analysis that explores the risk of falling into poverty and resilience factors that are protective of the worst impacts, associated with shocks such as climate change, conflict and public health crises.
- Providing training guidance and tools to enable politicians, businesses, aid agencies and civil society organisations to implement the commitment to leave no one behind and to manage data and evidence inclusively and responsibly.
- Working with national and subnational partners to identify opportunities for better data and data systems to directly inform specific policy areas.
- Contributing to international policy dialogue on how to use data and evidence to deliver the progressive and universal agenda set in 2015 – the Sustainable Development Goals (SDGs).

We are seeking a senior leader with strong experience of, and expertise in, the field of poverty and inequality 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.

Drawing on in-depth subject knowledge and exceptional writing skills, they will demonstrate rigour, robustness and first-rate qualitative and quantitative research abilities.

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 be comfortable in tailoring data and information to provide bespoke support aligned to needs and policy priorities of the organisations DI works with. They will demonstrate a clear understanding of the changing external environment to ensure that DI's work adapts, remaining unique and relevant.

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. They will also be an experienced and empowering leader – motivating, supporting and nurturing staff working on their portfolio to undertake cutting-edge work, and ensure the integrity of DI's work.

Working with the Directors of the East Africa Hub and the International Hub and contributing to cross-programmatic groups, the postholder will work closely with colleagues across the organisation, ensuring coherence in DI's work on poverty and inequality around the world.

Contractual details

Start date:	As soon as possible, depending on notice period
Length:	Initial fixed term contract for one year, with review
Location:	DI's Nairobi office at Shelter Afrique Building 4th Floor, Mamlaka Road, Nairobi, Kenya Alternative locations within Sub-Saharan Africa will be considered for the right candidate
Salary:	Career Level 4, KES 5,720,000–KES 6,500,000 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 an impactful programme of work that supports the achievement of DI's strategic objectives.
- Work closely with the Programme Officer to deliver a clear, ambitious, high-quality and coherent programme of work for DI's poverty and inequality programme that is on time and on budget.
- Apply in-depth knowledge and evidence of policies and programmes that reduce poverty and inequality to inform, guide and shape the policies of partners and allies, 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 oversight 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 high-quality research for a range of audiences, from in-depth reports to compelling blogs, vlogs and factsheets, and develop new and innovative ways to present DI's work.
- Provide project leadership, supervision, quality assurance and sign-off for research publications on poverty and inequality.

General responsibilities

- 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, contribute to organisational development and decision-making through participation in the Strategic Leadership Group.
- Forge strong and functional links with and between colleagues working in other locations and expertise areas.
- 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

Experience

Essential

- At least seven years' experience of working directly with data and evidence that measures poverty and inequality.
- Experience presenting and writing for a range of audiences.
- Experience developing and leading multiple complex projects and portfolios of work, from concept through to delivery.

Desirable

- A track record of pitching and securing funding from donors.
- Experience of leading projects and project teams across multiple locations.
- Experience working with policymakers at global and national level.
- Experience designing and undertaking research to provide evidence and recommendations for specific policy questions.
- Experience working in a matrix structure, managing multiple projects and working across functional teams.

Knowledge

Essential

- A strong understanding of the kind of data and evidence that can provide information on people and the various strengths and limitations of different data and analytical methods.

Skills and abilities

Essential

- 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.
- Rigorous research skills in both qualitative and quantitative methods, with a strong track record of publications for policy audiences.
- Excellent technical data and analytical skills.
- Excellent writing skills, including a proven ability to draw out succinct and accessible narrative from data.

Desirable

- The ability to work in a second language, for example French.

Education

Desirable

- At least a Master's degree in a relevant subject or equivalent work experience.

Personal attributes

Essential

- Able to work in a fast-paced international environment yet deliver on time with attention to detail.
- Investigative by nature and persistent in obtaining and validating new information.
- Rigorous and conscientious, with a track record of ensuring a high level of accuracy and quality of outputs.

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.

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.

Benefits

- Informal work environment (e.g. casual dress)
- Pension scheme with 5% employer contribution
- Flexible working arrangements (e.g. homeworking, flexitime)
- Medical Insurance
- Paid study leave and financial support
- Paid professional membership fees
- Buy/sell holiday 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).