



Rift Valley Institute

Job Description

Conflict Advisor – Peace Research Facility, Ethiopia

Employment type: Full-time, to the end of March 2024, renewable subject to funding

Expected start date: 1 September 2023

Location: Addis Ababa, Ethiopia

Job Background and Purpose

Ethiopia has long been one of the largest recipients of international development and humanitarian assistance due to food insecurity, cyclical droughts and displacement. Donors that respond to such needs should be sensitive to the potential social and political impact that development and humanitarian assistance can have in a complex environment that largely characterises Ethiopia.

The Rift Valley Institute (RVI) with funding from the UK Foreign and Commonwealth Development Office (FCDO) manages the Ethiopia Peace Research Facility. A key purpose of the Facility is to ensure that, in Ethiopia, the UK's "Political and development diplomacy and intervention in response to conflict are better informed by analysis and conflict sensitivity advice, thereby enhancing its contributions to building peace."

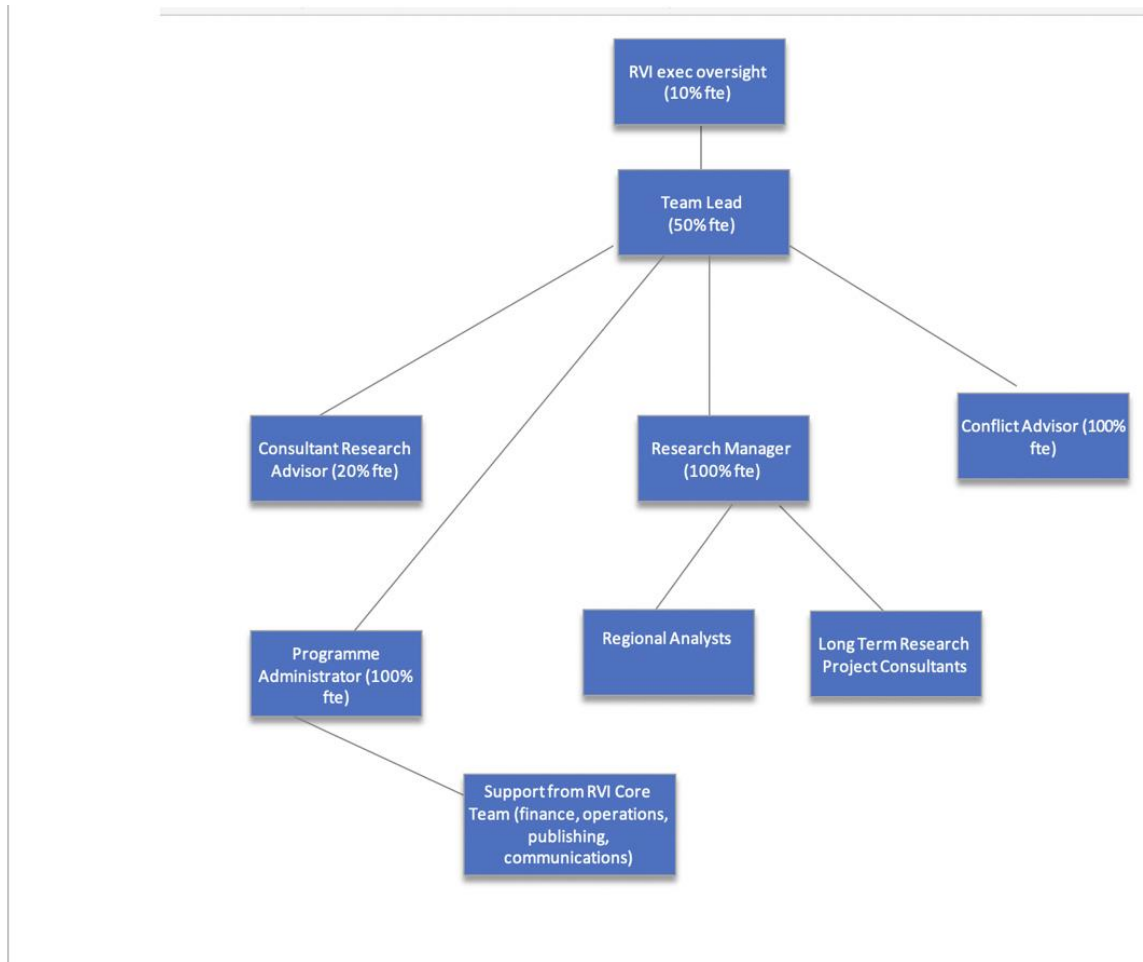
RVI is recruiting a Conflict Advisor who will support the FCDO and its partners to deliver this commitment by strengthening their conflict and peacebuilding knowledge and practices. They are our clients and direct beneficiaries, and the Advisor will have to win and maintain their trust. Drawing on available research, particularly that undertaken by the Facility, the Conflict Advisor will negotiate the provision of high-quality technical programme and policy advice to FCDO staff and partners on how to ensure their humanitarian and development work is conflict sensitive, and as required, provide advice on conflict reduction and peace and reconciliation processes.

Reporting structure

The Conflict Adviser reports to the Head of RVI's Ethiopia Office, who is the Team Leader for the Ethiopia Peace Research Facility.

Key working relationships

- Works closely with the Team Leader, the Research Manager and other Facility team members and consultant advisors, ensuring collaborative integration with other Facility activities.
- Other RVI staff and programmes as relevant.
- Key stakeholders at the British Embassy, Addis Ababa and the FCDO in London, including FCDO Team Leaders and FCDO Ethiopia governance and conflict advisors.
- Other national and international aid actors in Ethiopia, and key government stakeholders.



Key responsibilities

Conflict sensitivity support: Knowledge Sharing, Capacity Building and Training, and Project Design with FCDO Staff and partners (60%)

- Identify conflict and peacebuilding implications for aid programmes and policy, drawing on the Facility's research and analysis.
- Respond to FCDO's conflict sensitivity needs through regular discussions with programme teams.
- Provide direct technical support for critical peacebuilding and conflict sensitive programme design and review activities to FCDO. This will involve coaching, accompanying, mentoring and/or supervising as requested.
- Participate in and advise on the design and implementation of programme assessments and program review activities as requested, including through participatory conflict analysis and the use of systems thinking tools.
- Conduct project visits to monitor implementation progress and identify and address challenges in collaboration with FCDO and Facility staff and consultants.
- Review and input into FCDO business cases and contract terms of reference (where appropriate), programme monitoring and annual reviews to increase accountability and quality of implementation of conflict sensitivity priorities.

- Organise periodic review meetings with FCDO partners and stakeholders to discuss progress with their conflict sensitivity and peacebuilding commitments.
- Support the design of organisational development processes to integrate conflict sensitivity and other peacebuilding tools and approaches into FCDO's and others' policies and programmes.

Represent the Facility in responding to the interest in better conflict analysis and peacebuilding strategies (20%)

- Provide timely conflict analysis to FCDO and partners as required, drawing on the analysis that the Facility produces.
- Organise workshops and roundtables with development partners to draw out conflict sensitivity implications for programmes and policy from the Facility's and other research.
- Design strategies and deliver technical training and collaborative learning sessions (including experience-sharing) on conflict sensitivity, conflict management and peacebuilding for members of the humanitarian and development community.
- Facilitate consultations on how conflict sensitivity practices can be improved and adopted in the aid community.

Leading and Developing the Facility's Institutional Capabilities on Conflict Sensitivity (10%)

- Ensure all the facility's research activities are designed with a conflict sensitive approach.
- Develop and secure training and knowledge resources, in order to share expertise in conflict sensitivity and peacebuilding across the Facility and across RVI.

Programme management (10%)

- Support the hiring and management of technical consultants.
- Assist with donor reporting, including documenting programme outputs, impacts, and learning.
- Lead in the monitoring, evaluation and learning of the Facilities' conflict sensitivity activities.
- Support in identifying and developing new funding opportunities and in design of the next phases of the project.

Person specification

Knowledge and qualification

- Minimum of a Master's degree in Peace and Conflict Studies, Political Science, Development Studies or another related field.
- Expertise in conflict sensitivity, conflict analysis, peacebuilding and reconciliation.
- Formal training in conflict sensitivity, negotiation, conflict management and mitigation, or social cohesion methodologies.
- Excellent understanding of current and historical political and conflict dynamics in Ethiopia.
- Good research networks across Ethiopia (including with relevant government authorities and NGOs)
- Right to work in Ethiopia.

Experience

- Minimum of five years of work experience in designing and delivering conflict analyses and peacebuilding programmes in fragile and conflict affected states, preferably in Ethiopia.
- Experience working with an NGO an advantage

Skills and abilities

- Training and facilitation skills.
- Excellent writing and editing skills in English and fluency in Amharic. An additional Ethiopian language is an advantage.
- Demonstrable ability to innovate conflict sensitivity, analysis and peacebuilding tools and procedures.
- Excellent political analysis skills.
- Cultural sensitivity and experience of working with diverse constituencies.
- Strong oral presentation and communication skills.
- Administratively self-sufficient, able to prepare budgets, reports and handle logistics.