



JOB DESCRIPTION & PERSON
SPECIFICATION

**PRINCIPAL CONSULTANT:
SECURITY, JUSTICE &
PEACEBUILDING (SJP)**

Social Development Direct
October 2019

Job Description and Person Specification: Principal Consultant SJP

We are seeking candidates with extensive practitioner experience and technical expertise (10+ years) in Security, Justice & Peacebuilding to join our team at SDDirect. This is a senior role in the UK's leading international consultancy and research organisation in the field of social development. This post provides senior expertise, leadership and hands-on programme delivery in one of SDDirect's core thematic areas of work. The successful candidate will support the continued growth of our work in the field of Security, Justice & Peacebuilding (SJP), ensuring that the work of in-house staff and network consultants on SJP is evidence-based and of a high quality.

Department:	Technical Team
Location:	Central London, with possible international travel
Reports to:	Senior Consultant/Technical Director
Appointment term:	Full-time contract
Specific requirements:	You must be eligible to work in the UK and able to travel internationally.
Closing Date:	Wednesday 30th October 2019, 11.59PM GMT. Interviews will be held in mid-November.
Remuneration Package:	£50,000-£75,000 depending on experience

Social Development Direct (SDDirect) is a leading provider of high-quality, innovative social development expertise, consultancy and research services. As a medium-sized, specialist firm, we offer in-depth thematic expertise in governance, voice & accountability; inclusive public services security, justice & peace-building; gender-based violence (prevention and response); and women's economic empowerment.

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 development agencies, INGOs and Foundations. We are a medium-sized privately-owned consultancy and research firm with a global track record in over 50 countries. Read more about us and our work at: www.sddirect.org.uk.

To apply

If you are interested in joining our dynamic team, please email your tailored CV with a cover letter by email to jobs@sddirect.org.uk by **Wednesday 30th October**, 11.59pm GMT. We will be reviewing these on a rolling basis. Please use this email subject line: '**Your Name - Principal Consultant SJP**'.

Your CV and cover letter should be tailored for this job application and should clearly demonstrate how you fit the person specification outlined below, and why you are applying for this role. The CV should be no longer than 3 pages, and the cover letter no longer than 1 page.

In your cover letter, please also clearly specify:

- Your right to work in the UK
- Your ability to work in our London office
- Your ability to travel overseas
- The names of two referees who may be contacted

Interviews will be held in mid-November 2019. SDDirect strives to be an inclusive organisation. Our office is wheelchair accessible. Please let us know if you would require any assistance in order to attend the interview.

Due to the high volume of applications, we are only able to respond to shortlisted candidates.

Job Description – Principal Consultant, SJP

This is an exciting post in an organisation with an international reputation for excellence. In order to meet this challenge, you will need to demonstrate the following experience, skills and attributes:

Department:	Technical Team
Location:	Central London, with international travel
Reports to:	Cluster co-ordinator (SJP/ GBV)
Overall purpose of job:	This is a senior-level role within a cutting edge and growing social development organisation. This post provides high level expertise and leadership in the field of SJP, ensures that the work of in-house staff and consultants is evidence based and of a high quality, and supports the continued high-quality delivery and growth of SDDirect in this technical area.
Main duties and responsibilities:	<p>Technical Leadership</p> <ol style="list-style-type: none"> 1. To provide intellectual leadership within SDDirect in this technical area and up to date technical advice throughout the organisation 2. To contribute to SDDirect’s strategic thinking and plan, with a focus on leading growth and development of our work in this technical area 3. To provide technical leadership, support and mentoring in the specified technical area to in-house staff and consultants 4. To lead on the recruitment and ongoing development of in-house staff with expertise in this technical area 5. To help us build our network of consultants and senior associates 6. To share learning with other teams and technical leads across SDDirect and identify areas for cross-portfolio collaboration <p>Business growth</p> <ol style="list-style-type: none"> 7. To lead the growth of SDDirect’s portfolio of work in this technical area, through: <ul style="list-style-type: none"> ➤ Identifying areas of growth and new business opportunities through close and direct contact with clients, potential clients, partners, potential partners, in-house staff and external consultants ➤ Supporting the Business Development Team with technical content for relevant bids and proposals to clients

	<p>Technical work</p> <p>8. To manage and supervise consultancy assignments undertaken by SDDirect technical staff and network consultants. This will involve project management responsibilities, client liaison, and support to and technical leadership of consultancy teams</p> <p>9. To undertake technical consultancy work to clients in these sectors</p> <p>Raising SDDirect’s profile</p> <p>10. To establish and maintain close relationships and effective networks with our clients, partners and consultants, contributing to the marketing activities of the organisation and representing SDDirect at a senior level to the external world</p> <p>11. To present and publish at meetings, conferences and on social media and ensure that SDDirect’s work in this technical area is profiled externally</p> <p>Business planning and management</p> <p>12. To develop and deliver annual plans for this technical area, drawing on ideas from across the organisation</p> <p>13. To support the achievement of our mission and strategic goals and live by our values</p> <ul style="list-style-type: none"> • This is not an exhaustive list of the duties required of the role and they may be changed from time to time in consultation with the post holder.
	<p>This role may involve line management. International travel is a required element of this role.</p>

Person Specification

<p>Essential:</p>	<ul style="list-style-type: none"> • 10 years and above addressing this specific area of social development in developing countries and/or in conflict affected states, working with multilaterals, bilaterals or non-governmental organisations (NGOs) • Familiarity with UN 1325 commitments on women, peace and security, and progress on implementation • Familiarity with technical concepts, best practice and programming spanning a range of SJP issues (security, stabilization, conflict prevention and mitigation, peacebuilding, access to justice) • Ability to bring a gender and inclusion lens to assess, design, monitor and deliver SJP programmes that Leave No one Behind • Management and leadership experience of a significant development contract within a multilateral, bilateral, consultancy organisation or NGO, with significant experience of being based in a developing country
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	<ul style="list-style-type: none"> • Strong understanding of and skills in social, policy-oriented and programming research, monitoring and evaluation, and quality assurance. • A post graduate university degree in a relevant subject (e.g. law, human rights, social policy, gender studies, conflict studies, political science) or equivalent • Excellent leadership, team working and communication skills • Demonstrated strategic thinking and rigorous analytical skills • Fluency in written and spoken English • Ability to travel internationally and to work legally in the UK
Desirable:	<ul style="list-style-type: none"> • Knowledge and experience of at least one other thematic area in SDDirect's portfolio: Gender Based Violence; Safeguarding; Women's Economic Empowerment; Governance, Voice and Accountability; Inclusive Public Services. • Experience of preparing bids for research projects from donor agency clients • Experience of working with/ for UN or World Bank (as employee or external consultant) • Experience of engaging with stakeholders from a range of government ministries interested in SJP agenda, including Ministry of Defence, Foreign Office, etc – at home or overseas. • Awareness of key safeguarding risks within the sector, and ways of mitigating