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| **TITLE:**   Senior Research Advisor, Migration and Displacement Initiative (MDI) | | |
| **TEAM/PROGRAMME:** Migration and Displacement Initiative (MDI) | **LOCATION: UK** or any existing Save the Children International Regional or Country office **Worldwide.** | |
| **GRADE**: C Mid-Senior level | **CONTRACT LENGTH:**  Permanent | |
| **CHILD SAFEGUARDING:**  Level 3:  the post holder will have contact with children and/or young people *either* frequently (e.g. once a week or more) or intensively (e.g. four days in one month or more or overnight) because they work country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff. | | |
| **CONTEXT**  More than 100 million people are currently displaced by conflict and violence. Children account for 30% of the world’s population, but 41% of all forcibly displaced people. Of the 280.6 million international migrants in 2020, 35.5 million of them were children under the age of 18. These numbers are rapidly growing as climate change increasingly drives further migration and displacement. The impact of migration and forced displacement forms one of the pivotal political and humanitarian issues of our time. Children migrating or forcibly displaced are more susceptible to violence, exploitation, trafficking, family separation and physical and sexual abuse.  In response to the increasing impact of this crisis upon children, Save the Children (SC) established its Migration and Displacement Initiative (MDI) at the end of 2016. The MDI places children at the heart of our work, ensures our programs reach more children through effective, durable, and scalable solutions, and that we are recognised as a global leader in child focused programming for children who are migrating and displaced.  As a compact, multidisciplinary team, the MDI exists as a catalyst, a convenor and a connector specifically designed to drive forward knowledge, programming and foster innovation within Save the Children on child focused migration and displacement programming to ensure that all migrant and displaced children survive, learn and are protected. Core cross cutting areas of particular interest are driving government accountability towards migrating and displaced children, climate mobility, and working across humanitarian and development contexts to drive durable solutions.  The MDI seeks to achieve this in three ways:   * As a **catalyst** unit to foster innovation, nurture technical excellence and conduct research to drive knowledge, programming and policy work * As a **connector** to join the dots across our operational platform and key migration routes and connect those on the frontline of delivery with fundraisers * As a **convenor** to bring public, private and social sector partners together to tackle the issue collaboratively   **ROLE PURPOSE:**  As a key member of the MDI team, the Senior Research Advisor will drive forward our Migration and Displacement related research work, maintaining and further developing Save the Children’s migration and displacement profile with key donors and influencers and enabling us to amplify the voices of children.  Under the MDI Director’s steer, the post holder will be responsible for developing, coordinating, and managing an exciting portfolio of high quality, innovative child-related research that extends learning and informs policy and programming. In addition to helping scale existing research initiatives, the Senior Research Advisor will have the opportunity to drive forward new studies on topics such as child migrant decision-making, climate mobility, and durable solutions for children. They will also help maintain a strategic overview of top-line child related migration and displacement research issues, broker research collaborations within the organization, and with partner organizations, academia and the wider research community, deliver research products, and ensure knowledge management and skill sharing. They will also work with the extensive evidence and learning network across Save the Children and other partners to develop and share evidence of what works to protect children who are migrating and displaced. | | |
| **SCOPE OF ROLE:**  **Reports to:** Director, Migration and Displacement Initiative  **Key internal relationships:** MDI colleagues, Global Thematic Teams, Global Evidence & Learning Team, Research and Migration leads at Save the Children Members, Regions and Countries, Regional Programme Development and Quality focal points, Monitoring & Evaluation focal points, SCI Humanitarian Team; Advocacy & Policy teams  **Key external relationships:** Research/academic institutions, peer INGOs and IOs (particularly IOM, UNHCR, UNICEF), donors  **Budget Responsibilities:** Dependant on fund raising success for migration & displacement-related research; research project budget management  **Role Dimensions**: This is a demanding role embedded in a small, agile team that works in a complex, international federated organisation across over 100 countries. It requires initiative and networking. | | |
| **KEY AREAS OF ACCOUNTABILITY:**  **Research and Funding**   * Bring together existing knowledge and expertise across the organisation, identify key strategic research gaps, and develop a wide ranging research portfolio, including new concepts, to address those gaps and inform policy. * Maintain a strategic overview of top-line child related migration and displacement research, monitoring trends in the external environment, and assisting in information exchange across the organisation, sector peers, and partners in academia and private sector. * Lead and manage the design and development of quantitative and qualitative research instruments, analytical products, and innovation management tools. * Develop and cultivate strategic relationships with other agencies engaged in migration and displacement research, building relationships with key thinkers and practitioners such as the Mixed Migration Centre and the Internal Displacement Monitoring Centre, and drive the development and profile of our research expertise with donors and key influencers. * Support Members and Country Offices to win new work (including preparing written tenders and proposals) from new and existing clients and proactively identify new funding opportunities.   **Project Management**   * Lead MDI research projects, from scoping through to completion, including managing and developing client relationships. * Supervise research subcontractors as necessary to achieve project objectives, seeking best value at all times. * Provide sound project management and analytical expertise - often supporting regional or country offices - to projects from initial design through commissioning to reporting. * Oversee research budgets, ensuring accountability, financial clarity and value for money. * Develop and implement research objectives and initiatives, both short and long term, encompassing a wide range of issues and audiences.   **Evidence**   * Drive progress, together with the global Thematic Research & Evidence Advisors, to address our global learning question on what works to protect children who are migrating and displaced. * Identify key opportunities to advance evidence generation in this space. * Develop and deploy a simple approach toward tracking evidence generation and communicating and driving its use, with support from the global Evidence & Learning Team and MDI’s Project Officer.   **Knowledge Management, Dissemination, and Policy Support**   * Provide a central point for knowledge management and skill sharing across the organisation, including maintaining a library of key external data sources and providing occasional high level trends analyses * Deliver and disseminate research products on behalf of the MDI, including briefings, speeches, and opinion pieces in coordination with the local research focal points, collaborating with policy, advocacy and communications colleagues and relevant technical experts in doing so * Produce or manage the production of reports, briefing papers and presentations for internal and external audiences, as directed * Liaise closely with staff in the Policy, Advocacy and Communication units across the organisation to ensure that policy processes are informed by high-quality evidence and that research undertaken effectively supports advocacy priorities as possible. * Identify opportunities to present research at conferences and in policy fora * Support the development of an external engagement strategy for research work streams, collaborating with colleagues in the Advocacy team to ensure coherence on external advocacy | | |
| **SKILLS AND BEHAVIOURS (Values in Practice**)  **Accountability:**   * Hold self accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values * Hold the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved.   **Ambition:**   * Set ambitious and challenging goals for you and your team, takes responsibility for your own personal development * Widely share your personal vision for Save the Children, engages and motivates others * Future orientated, thinks strategically and on a global scale. * Take initiative and share new ideas and ways of working to support Save the Children’s global M&D strategy   **Collaboration:**   * Build and maintain effective relationships, with their team, colleagues, Members and external partners and supporters * Value diversity, sees it as a source of competitive strength * Approachable, good listener, easy to talk to.   **Creativity:**   * Develop and encourage new and innovative solutions * Willing to take disciplined risks.   **Integrity:**   * Honest, encourage openness and transparency; demonstrate high levels of integrity | | |
| **EXPERIENCE AND SKILLS**  **Essential**   * Excellent understanding of current global migration and displacement evidence, data, analysis and scholarship * Strong background in applied migration and/or displacement-related research in a relevant social sciences discipline * A demonstrable ability to develop and lead desk and field-based research, surveys and other activities oriented towards developing evidence-based positions * Extensive understanding of research methodologies, both quantitative and qualitative, and the ability to design appropriate methodologies * Familiarity with monitoring, evaluation, accountability and learning (MEAL) methods, as well as evidence generation * Strong analytical skills and an ability to assimilate & process large amounts of information into a coherent narrative. * Strong research entrepreneurship skill set * Evidenced skills in project (including financial) management * A capacity for critical thinking and commitment to producing original and challenging ideas to improve policy and practice. * A proven ability to conceptualise and theorise but ground abstract ideas in operational realities. * A sharp intellect and an ability to discern strategic opportunities to build the profile of the team’s work, as well as opportunities for new areas of research. * The ability to present arguments clearly and convincingly to a variety of audiences. * Experience in organising workshops and policy discussions. * Proven experience of building personal networks, resulting in securing significant new opportunities for the organisation. * Highly developed cultural awareness and ability to work collaboratively in an international environment with people from diverse backgrounds and cultures * Outstanding verbal & written skills in English * Outstanding interpersonal and communication skills and a proven ability to drive work forward across complex internal networks in a matrixed way, including influencing and negotiation * The ability to manage and juggle a complex and varied workload, at times working *independently*, at others working to tight deadlines under time pressure. * Commitment to Save the Children values   **Desirable**   * Expertise in child focused – migration/displacement research * Experience working for an international humanitarian or development organisation, including developing-country experience * A strong international network within external research facilities/organisations * Proficiency in a language other than English * Educated to PhD level. | | |
| **Additional job responsibilities**  The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience. | | |
| **Equal Opportunities**  The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures. | | |
| **Child Safeguarding:**  We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse. | | |
| **Safeguarding our Staff:**  The post holder is required to carry out the duties in accordance with the SCI anti-harassment policy | | |
| **Health and Safety**  The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures. | | |
| **JD written by:** Steve Morgan | | **Date:** June 2020 |
| **JD agreed by:** | | **Date:** |
| **Updated By:** Tory Clawson | | **Date:** May 2023 |
| **Evaluated:** | | **Date:** |