

## Job Description

# Call for CVs: Long-term and part-time roles for research and learning expertise in Somalia

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### SUMMARY OF WHO WE'RE LOOKING FOR

We're seeking applications from brilliant candidates for a mix of long and short term positions for a number of upcoming opportunities to contribute to stabilisation and governance in Somalia. The roles we are looking to fill are:

1. Director(s) of Knowledge and Learning
2. Research Manager(s)
3. Technical and/or policy experts

**Deadline for applications: 1<sup>st</sup> September**  
**Submit CV & Cover letter to [opportunities@wasafirihub.com](mailto:opportunities@wasafirihub.com)**

## About Wasafiri

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### Our work

Wasafiri is a global consultancy, incubator and institute helping leaders and organizations tackle some of the world's most complex problems. From our offices in Kenya, UK and USA, we have a long-standing record of helping our clients achieve impact at scale on the systems related to conflict, poverty, food insecurity, and environmental sustainability. Together, we are helping create a more peaceful, equitable and sustainable world.

Since 2010, we've been working with governments, development actors and communities across East Africa to better understand the nature of complex challenges such as insecurity, extremism and weak governance. Our role has focussed on helping catalyse more effective, collective action, including through;

- **Monitoring, analysis and reporting** of events, programmes and policies.
- **Identifying at-risk groups** and networks of positive influence around them.
- **Examining under-researched issues**, such as the role of women, the private sector, or gangs in extremism.
- **Facilitating the design of new initiatives** designed to prevent and counter extremism
- **Engaging with communities and government** representatives to strengthen local capacities, strategies and plans

## Our approach

Our approach is founded upon a commitment to help those at the heart of driving change 'learn and adapt as they go', equipping them with knowledge and learning both about the impact of their interventions, as well as how the wider system is changing. The power of this approach lies in our distinctive capability to bring to bear:

- **A focus on forging collective action** – We are expert in understanding how learning must serve lots of different actors within complex systems to work more effectively on collective interests;
- **Harnessing a diversity of perspectives** – We are able to access and harness multiple interests and perspectives, generating dynamic knowledge and understanding as the system grows and moves;
- **Empowering those with less power** – We are able to assess how the structures and flows of information exclude and disempower, and offer powerful ways to ensure the voices of marginalised, vulnerable populations are heard;
- **Deep understanding of the political economy** – We bring a unique ability to situate hyper-local perspectives within the wider political economy, leveraging deep relationships with an extensive understanding of policy frameworks, institutional ecosystems and political dynamics;
- **Expertise in prototyping and testing interventions** – We are expert in the design, innovation and testing of prototype initiatives, minimum viable products and pilot projects to accelerate learning and adaptation.

## Our requirement

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### Your style and approach

We have a unique culture and way of working. To thrive here you'll feel at home in an informal work environment, have a collaborative approach, a proactive hunger to make things happen and a commitment to high quality in all you do. In particular, you'll bring;

1. **A hunger to increase our impact:** We have an enviable track record, so you'll share our ambition for increasing the impact we have on complex problems and be able to point to a track record of helping deliver change.
2. **An understanding of what it takes to deliver with quality:** You're someone driven by the desire to continually improve, who understands what quality looks like, and knows what it takes to deliver and operate with the highest of professional integrity and standards.
3. **An eagerness to contribute to our team culture:** You're someone who recognises that your success is bound up in the success of the wider team, who is brilliant to work with, and who sees their contribution as part of a wider effort. You'll be excited to build deep relationships with the people you work with.

### The skills and expertise you'll bring

Wasafiri is actively pursuing a number of upcoming opportunities focused on stabilisation, governance and peacebuilding in Somalia funded through various donors. We are searching

for candidates across a range of programmes and roles to put forward on proposals and, eventually, programmes, pending funding.

These will be demanding roles that come with high expectations. In particular, you'll bring;

1. **Relevant sectoral or thematic experience:** You will have years of experience working in some (or all) of the areas pertinent to the range of opportunities we are pursuing. These include:
  - a. Security sector reform (including intimate knowledge of the security architecture in Somalia)
  - b. Local governance and institutional strengthening (including federalism processes in Somalia)
  - c. Public expenditure management (including public financial management and domestic resource mobilisation)
  - d. Peacebuilding (with particular focus on the integration of women into peace and security processes)
  - e. Climate change
2. **Strong technical skills and expertise:** You will bring high quality expertise in some (or all) of the technical areas in which we work. These include research and learning, monitoring and evaluation, gender and conflict sensitivity/analysis, adaptive management/problem-driven iterative adaptation and policy formulation/advocacy.
3. **Experience working with vulnerable populations:** You will be able to speak to your experience and approaches working with vulnerable or at-risk populations, including women, youth or other marginalised groups.
4. **Essential qualifications:** You will have the following qualifications:
  - a. At least 5 years' experience in one or more of the above sectoral areas and technical skills
  - b. Experience working in fragile or conflicted affected regions
  - c. Relevant university qualifications
  - d. Excellent oral and written communication skills in English
  - e. Right to live and work in Somalia necessary for the Research Manager role(s)
5. **Desirable qualifications:** The following will be regarded as strong assets in your application
  - a. Somali language ability
  - b. Previous work experience in Somalia
  - c. Female candidates are strongly encouraged to apply

## Application details

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### Location

- **Knowledge and Learning Director** roles will be based in Nairobi (likely long-term positions) with potentially travel to Mogadishu up to 25%.
- **The Research Manager** roles will be based in Somalia (locations dependant on project and personal preference with regular in-country travel) and be either long-term or part time roles.

- **Technical/policy expert** roles will be part-time and may work remotely or with travel to Nairobi or Mogadishu.

### Contracting arrangements

- You will be contracted to Wasafiri as an independent consultant
- Competitive daily consulting rates will be negotiated on a case by case basis, based on the role, seniority and previous experience
- Completion of satisfactory business references and background checks are essential conditions of employment.

### Further information

#### How to apply

1. Please include a CV that is not longer than 3 pages.
2. Please include a Cover letter that summarises the following;
  - a. The role(s) you are interested in (Knowledge and Learning Director, Research Manager, Technical/Policy Expert)
  - b. Your motivation for applying to Wasafiri
  - c. Your technical expertise and qualifications
  - d. Your experience working on relevant sectors and issues
  - e. 3 professional references
3. Please note:
  - a. We will not accept submissions without a CV and Coverletter
  - b. We will not accept CV's longer than 3 pages
  - c. At this stage we do not require samples of your work or proof of qualifications

#### Application process

1. Closing date for applications: **1st September**
2. Please submit your Cover Letter and CV to [opportunities@wasafirihub.com](mailto:opportunities@wasafirihub.com)

#### Ensuring equality of access

Wasafiri values the unique skills and experiences each individual brings to the organisation and we are committed to creating and maintaining an inclusive and accessible environment for everyone.