**Job Description**

**Research Fellow, Humanitarian leadership, South Sudan**

**ABOUT OXFAM**

Oxfam is a global movement of people who won’t live with the injustice of poverty. Together we save and rebuild lives in disasters. We help people build better lives for themselves. We speak out on the big issues that keep people poor, like inequality, discrimination against women and climate change. And we won’t stop until every person on the planet can live without poverty.

**OUR VALUES**

All our work is led by three core values:

* Empowerment. Everyone, from our staff and supporters to people living in poverty, should feel they can make change happen.
* Accountability. We take responsibility for our actions and hold ourselves accountable. We believe that others should also be held accountable for their actions.
* Inclusiveness. We are open to everyone and embrace diversity. We believe everyone has a contribution to make, regardless of visible and invisible differences.

**RESEARCH AT OXFAM**

High quality campaigning and programming with impact is Oxfam’s distinctive contribution to lasting solutions to the injustices and suffering of poverty. Evidence is critical to ensure that Oxfam is credible, relevant and impactful: evidence about what matters to those hurt by injustice and poverty, about contextual trends, and about what works and does not work. Such evidence is generated in multiple places in Oxfam, including in programme MEL, in knowledge hubs, and in research teams. Research provides vital evidence to inform high quality programming and campaigning and to shift the terms of the global debate. Research makes a key contribution to impact through:

* ensure relevance and high quality of campaigns and programmes;
* foster thought and practice leadership;
* generate compelling and credible evidence, and
* maintain its voice and power.

**WHAT WE ARE LOOKING FOR**

Are you an experienced researcher looking to apply your research skills and knowledge of Humanitarian Leadership to Oxfam’s mission to fight poverty and injustice?

We are looking for a Research Fellow to contribute to building evidence base for our work on Local Humanitarian Leadership, with a particular focus on South Sudan. You should have a strong background of working on humanitarian responses, knowledge of South Sudan and be technically competent in several research methods, both qualitative and quantitative.

You will deliver a research agenda, working closely with the global research team who will manage this fellowship, but be based in a country office where you will work with the country offices to ensure that your research is used to inform advocacy and programming at the national level too. We'll expect you to be a clear and strategic researcher and writer, able to make complex technical information accessible and usable by non-specialists. In addition to your research outputs, you will offer guidance and support to the country team on general research related issues. You'll need to be able to work in English, and share our passion for and commitment to eradicating poverty.

**JOB PURPOSE**

Research fellows will provide in country research capacity to support national and global needs for building a robust evidence base to underpin it’s work and thought leadership.

You will be based in Oxfam’s country office in Juba, but report to Oxfam’s Global Research Team. You will provide solid intellectual thinking and data analysis on local humanitarian leadership to inform campaigns and programmes.

**CORE DETAILS**

* Location Juba
* Our package: [Estimated £30,000 depending on market]
* Contract Type: 18 month fixed term, with opportunity for extension contingent on funding
* Hours of work: This is a full time role, however Oxfam offers various flexible arrangements which candidates can discuss by contacting the Recruiting Manager directly, as they have indicated that they would consider flexible options.
* This role reports to: Global Research Team, OGB
* Staff reporting to this post: None
* Annual budget for the post: The postholder will manage small internal grants for special projects as available.

**KEY RESPONSIBILITIES**

* Design and deliver a research agenda which will include conducting original research that is relevant for Oxfam’s work on local humanitarian leadership and can be used for advocacy and/or programming in South Sudan
* Communicating research in relevant formats to different audiences (including presentations, reports and occasional media op-eds etc).
* Provide expertise on local humanitarian leadership to the Oxfam confederation and through the Oxfam Research Network
* Provide general research support and expertise to South Sudan, (20% FTE) including training and advisory sessions on commissioning and managing research.
* [Fundraise, commission and managing quality research by consultants, partners and interns]

**SKILLS EXPERIENCE AND KNOWLEDGE**

* A track record of high quality research in humanitarian issues
* Proven research, writing and analytical skills as well as up-to-date research methods
* Experience in conducting and managing research projects, ideally in South Sudan
* Strong communication skills, both spoken and written, to engage authoritatively with non-specialised audiences with proven ability to present complex issues in clear terms
* Proven ability to organise, plan and prioritise work
* Ability to work effectively in a team which includes members at a distance

**Appendix**

The international humanitarian system—the vast UN-led network in which Oxfam and other international nongovernmental organizations (INGOs), the Red Cross/Red Crescent Movement, and others play key roles—is not saving as many lives as it could because of deep design flaws that perpetuate an unsustainable reliance by aid recipients on international donors. Today, only a small fraction of funding is given directly to local actors. More often, local humanitarian aid workers take direction from the international humanitarian community, which tends to relegate them to the role of subcontractors, rather than equal partners. Oxfam believes that Local governmental and nongovernmental actors know the local context better than international organizations do, often have better access, and remain long after the cameras and international community have left. Locally led humanitarian action is better placed to ensure a smooth transition from emergency response to recovery and development, and it increases accountability to affected people. It is also frequently cheaper than a response with a big international footprint, as labor, procurement, and logistics costs all tend to be lower in crisis-affected countries.

Oxfam’s work in South Sudan is delivering through partnerships with news kinds of partners, focusing on civil society promotion and capacity building, especially with women’s rights organisations. This includes identifying new partners with the potential to grow into effective civil society actors. Specifically, the OCS commits the country programme to focus on humanitarian partnerships and accountability in partnerships, particularly with civil society, with a stronger focus on gender and conflict-sensitive programming, the analysis and mainstreaming of protection and gender issues and the integration of protection-specific activities designed to empower women, men, girls and boys to take positive steps towards improving their protection situation.

The research agenda for the fellow will we developed jointly with the successful candidate, the global research team and the South Sudan country office and would build on an existing piece commissioned last year in collaboration with Christian Aid, CAFOD, Trocaire and Tearfund, [‘Missed Out: The role of local actors in the humanitarian response in the South Sudan conflict’](https://www.oxfam.org/en/research/missed-out), which sought to increase understanding of the strengths and challenges of working with national and local organisations in South Sudan’s conflict-driven emergency, and reviewed how the broader humanitarian system facilitates or prevents their involvement. As such, the new research would build on the findings of the former, examining:

* Does local humanitarian leadership facilitate gender just access to assistance and protection (and if not, what is Oxfam’s role in ensuring that it does)?
* How does/can local leadership of the humanitarian response increase the sustainability of its impact?
* ‘Turning the humanitarian system on its head’ – what is our value added to a locally-led humanitarian response (rather than asking: what value can local partners add to our humanitarian response)?