PROJECT ADVERTISEMENT

TEAM LEAD, VIOLENCE & CONFLICT ASSESSMENT (VCA)

Long-term consultancy position based in Iraq.

March 2023

INTEGRITY

Introducing Integrity

Integrity is an ethical consultancy and service provider working in challenging and complex environments around the globe.

We help our clients succeed in fragile and challenging environments while building trust and understanding as the basis for transformative change. We work across all phases of the program and project cycle, delivering eleven complementary services: monitoring, evaluation and learning **/** data and knowledge management **/** research, evidence and analysis **/** advisory **/** project management **/** communications **/** risk management **/** technical assistance **/** capability and capacity development **/** stakeholder engagement **/** grant and fund management. Our services are underpinned by the principles on which we were founded, a commitment to providing reliable information and evidence, and expert and high-quality delivery.

Headquartered in London and Washington DC, Integrity also has offices in Jordan, Kenya, and Pakistan. Our multi-national team of over 60 deliver multi-year projects, programs and consulting assignments to a wide range of government clients, international organizations, foundations and private sector clients.

VISION: To set the international standard for ethically delivered expert services in complex and challenging contexts.

MISSION: We use evidence and learning to provide trusted advice and enable change for a sustainable future.

VALUES:

• *Courage:* We work on many of the world's most complex problems. We stand against violence in all its forms. We are unafraid to stand up to illegal or unethical practices.

• *Objectivity:* We challenge conventional thinking. Our recommendations are not based on assumptions or ideology but evidence and learning.

• *Diligence:* We incorporate our best individual and collective intellect through rigour, reflection, and collaboration.

• *Accountability:* We take responsibility for the quality of our work and performance. We hold ourselves to account through clear policy and process, sustained by long-term profitability.

• *Sensitivity:* We understand the impact of our presence and our work, empathize with people's situations, and commit to do no harm.

ETHICS: Integrity upholds the highest ethical standards in our work, our employment of staff and our interaction with people. Through adherence to our core values, we ensure the best possible service, and benefit the communities amongst whom we work.

We commit to building a diverse and inclusive organization where all feel safe and able to progress, contribute and be heard, regardless of gender, race, disability, age, sexual orientation, religion, marital or parental status.

Further information about Integrity can be found at **www.integrityglobal.com.**

Project Background

Integrity is leading the Peacebuilding, Evaluation, Analysis, Research, and Learning (PEARL) mechanism for USAID Bureau for Conflict Prevention and Stabilization's Center for Conflict and Violence Prevention (CPS/CVP). As part of PEARL, Integrity is looking for an experienced Team Leader for an upcoming Violence and Conflict Assessment (VCA) to support Stabilization programming for USAID/Iraq.

Scope of Work

We are looking for someone to fill this position as soon as possible. The Level of Effort (LOE) in March and April is flexible, but we anticipate this position to be full-time or near full-time between May and August. The right candidate will be based in Iraq or be willing to travel to Iraq for extended periods of time.

The Team Lead for the VCA in Iraq will manage a team of experts in conducting a comprehensive assessment of the conflict dynamics and stabilization efforts in Iraq. The assessment will inform USAID stabilization programming and activity design to support peace and stability in the country.

The Team Lead will provide technical leadership and oversight of all aspects of the activity. This includes leading technical activity implementation, client and key stakeholder engagement, and day-to-day management of the team, ensuring high-quality services and outputs that meet the client's needs. S/he will work closely with the PEARL Activity Manager, Chief of Party (COP), Senior Learning & Outreach Specialist, and Home Office management team to ensure the activity is managed and implemented in accordance with PEARL standard operating procedures and meet the TO's analytical and communication standards.

Terms of Reference

- Lead a team of experts in conducting a VCA to support USAID stabilization strategy and programming in Iraq, providing guidance and direction to ensure the assessment is completed on time and to a high standard.

- Provide day-to-day management of technical activity progress against the agreed VCA SOW, timeline, and resource allocation, escalating risks and challenges to the Activity Manager and PEARL COP.

- Lead the technical design and facilitation of co-creation activities with key assessment stakeholders throughout the Assessment.

- Support the Activity Manager in developing the technical scope, workplan, teaming and resource requirements for an assessment, and implement the work plan for the assessment.

- Build and maintain positive relationships with key stakeholders participating in the assessment, including experts, government officials, civil society representatives, and other key actors involved in the conflict.

- Coordinate with other USAID projects and initiatives in Iraq to ensure alignment with broader USAID programming in the country.

- Ensure the assessment is conducted rigorously and objectively, using quantitative and qualitative data, and in accordance with PEARL's policies and procedures.

- Analyze the underlying drivers of conflict and instability in Iraq, and identify key stakeholders and actors involved in the conflict, including civil society, government, and non-state actors.

- Write a final report, technical briefs, or other deliverables on the conflict assessment, including key findings, recommendations, and methodology.

- Develop actionable recommendations for USAID programming to support peace and stability in Iraq, based on the assessment findings.

- Present the assessment findings and recommendations to USAID and other stakeholders, including relevant government officials, civil society representatives, and donors if requested.

- Support the recruitment and onboarding of researchers, subject matter experts (SEs) and other experts.

- Serve as the security focal point for the team and ensure compliance with security operating protocols producers.

- Take part in other tasks as requested/required by the Activity Manager, Chief of Party and Project Director.

Your Experience and Expertise

- Degree in conflict studies, international relations, political science, or a related field.

- At least 10 years of progressively responsible experience in the humanitarian or international development field, with a minimum of 5 years of experience in leading conflict analysis, peacebuilding, or related fields in Iraq; experience working on stabilization is strongly preferred.

- Experience leading large teams and managing complex projects in the Middle East and/or Iraq.

- Strong analytical skills, with experience in quantitative and qualitative data analysis.

- Excellent communication skills, including the ability to write clear and concise reports and present findings to diverse audiences.

- Experience working with USAID is strongly preferred.

- Strong knowledge and understanding of social, political, and economic context and key actors in Iraq.

- Excellent organizational skills and ability to manage multiple priorities and meet deadlines. Excellent interpersonal skills with the ability to build and maintain relationships with different assessment stakeholders.

Languages

- Fluency in English is required.
- Proficiency in Arabic is strongly preferred.

How to Apply

If you are interested in applying for this position, please complete the application form at **www.integrityglobal.com/apply** and attach a CV and Cover Letter, explaining why you are suitable for and want the role. **Applications submitted without a cover letter will not be considered.**

The closing date for applications is **27th March 2023**. However, we will review candidates on a rolling basis and the vacancy may be filled before this deadline. **We encourage early applications.** Please be advised that only shortlisted applicants will be contacted.

Integrity is an equal opportunities employer. We encourage applications from suitably qualified and eligible candidates, regardless of gender, race, disability, age, sexual orientation, religion, marital or parental status. We will respect your confidentiality and abide by data protection laws.