



## **PROJECT ADVERTISEMENT**

# **VIOLENCE & CONFLICT ASSESSMENT TEAM LEADER** **Peacebuilding Evaluation, Analysis, Research, and Learning (PEARL)**

Consultancy position, from November 2023 – May 2024,  
remote, with fieldwork in Kosovo.

**November 2023**



## 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 80 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 rigor, 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](http://www.integrityglobal.com).

## Project Background

Integrity is leading the Peacebuilding, Evaluation, Analysis, Research, and Learning (PEARL) Activity for the USAID Bureau for Conflict Prevention and Stabilization's Center for Conflict and Violence Prevention (CPS/CVP).

Through PEARL, Integrity is conducting a Violence and Conflict Assessment (VCA) for USAID/Kosovo. Evolving conflict dynamics between Kosovo-Serbian and Kosovo-Albanian communities are currently impacting USAID reconciliation activities and the broader Mission portfolio in Kosovo. Therefore, the findings and recommendations from this assessment will impact USAID/Kosovo's approach to current and future reconciliation activities led by the Democracy and Governance Office (DGO). The assessment will also analyze institutional and systemic factors, social patterns and historical grievances that continue to prevent the full engagement of Kosovo's multiethnic society in the political process.

Integrity is recruiting an experienced Team Leader who is available beginning in November 2023. While initial LOE in November-December 2023 can be flexible, the Team Leader should be able to commit an average of 80% LOE between January-May 2024. This position can be based remotely but will require substantial time in Kosovo to co-facilitate a workshop and lead in-person fieldwork.

## Scope of Work

The Team Leader will manage a team of international and local experts in conducting a comprehensive assessment of conflict dynamics in Kosovo. The Team Leader will provide technical leadership and oversight of all aspects of the activity. This includes leading the assessment's design and implementation, production of deliverables, client and stakeholder engagement, and day-to-day management of the team to ensure high-quality services and outputs that meet the client's needs. The Team Leader will work closely with the PEARL Task Order Manager, VCA Specialist, Senior Learning & Outreach Specialist, and Integrity Home Office Activity Management Unit to ensure that the assessment is planned and implemented in accordance with Integrity standard operating procedures and PEARL's analytical and communications standards. The Team Leader will also work with the VCA Specialist and Senior Learning & Outreach Specialist to design and facilitate a VCA training and co-design workshop with USAID/Kosovo.

## Terms of Reference

- Support the development and facilitation of an in-person training and co-design workshop with USAID/Kosovo in January 2024.
- Lead a team of international and local experts in desk review, data collection, and synthesis, providing guidance and direction to ensure that the assessment is completed on time and to a high standard of quality.
- Provide day-to-day management of progress against the scope of work, timeline, and available resources, escalating risks and challenges to the Activity Director and PEARL Task Order Manager.
- Lead the technical design and facilitation of scoping with key stakeholders throughout the assignment.
- Build and maintain positive relationships with assessment stakeholders, including implementing partners, government officials, civil society representatives, and other key actors.

- Ensure the assignment is conducted rigorously and objectively, in line with conflict-sensitive and ethical standards, and in accordance with PEARL policies and procedures.
- Develop actionable recommendations for USAID programming to support peace and stability in Kosovo based on the assessment findings.
- Lead development of an assessment design, assessment report, and other deliverables agreed in the Scope of Work (SOW).
- Present findings and recommendations to USAID and other stakeholders, including relevant government officials, civil society representatives, and local stakeholders if requested.
- As needed, support the recruitment and onboarding of international and local researchers, subject matter experts, logisticians, and interpreters.
- Serve as the security focal point for the assessment team during fieldwork, ensuring compliance with security operating protocols and procedures.
- Complete other tasks as requested/required by the Activity Management Unit and PEARL Task Order Manager.

## Your Experience and Expertise

- Advanced degree in conflict studies, international relations, political science, or a related field.
- At least 8 years of progressively responsible experience conducting research and assessment in the humanitarian or international development field, with a minimum of 5 years of experience in conflict-affected settings, peacebuilding, or related fields.
- Previous experience working in Kosovo strongly preferred.
- Strong knowledge and understanding of Kosovo's social, political, and economic context and key actors.
- Experience leading research teams and managing complex assessments or research projects.
- Strong analytical skills, with experience in qualitative and quantitative data collection and analysis. Familiarity with USAID conflict analysis or Political Economy Analysis frameworks preferred.
- Excellent organizational skills and ability to manage multiple priorities and meet deadlines.
- Exceptional interpersonal skills, with the ability to build and maintain relationships with assessment team members and stakeholders.

## Languages

- Fluency in English required. Excellent communication skills, including the ability to write clear and concise reports and present findings to diverse audiences.
- Fluency in Serbian or Albanian preferred.

## How to Apply

If you are interested in applying for this position, please complete the application form at <https://podio.com/webforms/28451986/2269996> and attach a CV and Cover Letter, explaining why you are suitable for and want the role.

The closing date for applications is **30<sup>th</sup> November 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.*