

## SPECIFIC VACANCY INFORMATION

**Vacancy** Policy Research Fellow (Climate Change and Agriculture)

**Country and Location** East Kilbride or London, UK

**Salary scale:** Starting salary will be A1 level (£58,120 progressing to a maximum of £68,221)

New entrants will start at the first point of the pay scale.

We offer you the opportunity to join the Civil Service pension arrangements, which include a valuable range of benefits –details can be found [here](#)

### Duration and Mobility

This is a one year fixed term Home Civil Service vacancy and a 6 month probationary period applies.

Location of appointment	Annual leave entitlement
Vacancy in Band A or above located in the UK	30 days

**Closing date:**24 April 2010

# **THIS STATEMENT IS FOR INFORMATION ONLY AND DOES NOT FORM PART OF A CONTRACT**

## ***Introduction***

DFID, the Department for International Development: leading the British government's fight against world poverty.

One in five people in the world today, over 1 billion people, live in poverty on less than one dollar a day. In an increasingly inter-dependent world, many problems - like conflict, crime, pollution, and diseases such as HIV and AIDS - are caused or made worse by poverty.

DFID supports long-term programmes to help tackle the underlying causes of poverty. DFID also responds to emergencies, both natural and man-made.

DFID's work forms part of a global promise to

- halve the number of people living in extreme poverty and hunger
- ensure that all children receive primary education
- promote sexual equality and give women a stronger voice
- reduce child death rates
- improve the health of mothers
- combat HIV & AIDS, malaria and other diseases
- make sure the environment is protected
- build a global partnership for those working in development.

Together, these form the United Nations' eight 'Millennium Development Goals', with a 2015 deadline. Each of these Goals has its own, measurable, targets.

DFID works in partnership with governments, civil society, the private sector and others. It also works with multilateral institutions, including the World Bank, United Nations agencies, and the European Commission.

DFID works directly in over 150 countries worldwide. Its headquarters are in London and East Kilbride, near Glasgow.

## ***Leadership Qualities***

Civil Service leadership qualities sit at the centre of the framework.

The three roles the service expects to play are:

- To provide direction for the organisation
- To deliver results
- To build on the capability of the organisation to address the current and future challenges

A leader is at the heart of the organisation, emphasising integrity by:

- Knowing and being true to yourself
- Being open to learning to improve your own performance and that of your organisation
- Using your ability to build relationships – with your teams, peers, partners, and stakeholders – to fulfil your role
- Your recognition that collective, collaborative and corporate leadership across functional and organisational boundaries will be necessary to successfully deliver outcomes

## ***Key core competencies for this vacancy***

Full information on DFID's 9 core competencies framework is available on the recruitment page of our website. Listed below are the 5 key core competencies against which candidates will be assessed to this vacancy.

**Planning and Delivery Of Work** - Plans and organises work to meet individual, team and departmental objectives whilst achieving quality and value for money.

**Analysis and Use Of Information** - Assesses and interprets information in order to identify issues or problems.

**Working with Others** - Takes responsibility to build and maintain positive relationships and value the opinion of others.

**Communicating with Others** - Vary the way you communicate ideas and information ensuring your message is understood.

**Influencing** - Positively influences others, creating acceptance and support for ideas

## ***Background***

The Policy Research Fellow is being recruited to help implement a policy research programme on climate change, agriculture and food security. The overall aim the programme, under which this project is commissioned, is to bring existing research and knowledge together to assist DFID, and others, to provide guidance and demonstrate how agriculture can be part of post-2012 climate change agreements, and how best to mainstream and integrate agricultural mitigation and adaptation measures into national plans so that climate risks are better incorporated into development.

### ***Climate change and agriculture***

The Government's recent White Paper on development, "*Building our common Future*", set out the food security and climate change challenge.<sup>1</sup> This is how to double food production to feed 9 billion people by 2050 and achieve poverty reduction through agricultural growth, while minimising greenhouse gas (GHG) emissions from agriculture in a hotter world with more extremes of weather. This will have a major impact on food security in the developing world, and the poorest are likely to be those hardest hit.

The climate change debate has been somewhat disconnected from the agriculture policy debate. This is changing, and there is a consensus that agriculture needs to be included in post 2012 agreements, and that we need to determine how best to do this. Emissions from agriculture and land use change account for 30% of global

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<sup>1</sup> Available to download at: <http://www.dfid.gov.uk/About-DFID/Quick-guide-to-DFID/How-we-do-it/Building-our-common-future/>

emissions of which more than two thirds are estimated to come from low income countries.

Higher temperatures will mean crops that poor people depend upon will no longer grow in some areas. Some regions will experience less rainfall while others more. The frequency of droughts and floods will increase, water flows become more unpredictable, and coastal food-producing areas will be inundated. In regions receiving more rainfall, increases in temperature will increase water demand from crops because of higher evapo-transpiration. These will all have major impacts on food security, food prices and malnutrition in the developing world (e.g. IFPRI predict yield decreases of up to 50% in some crops and 25 million more malnourished children by 2050). The poorest of the poor will be the hardest hit, especially as agriculture provides a living for the majority of the world's poor. Loss of agricultural land and competition for resources, especially water, has the potential to cause large scale migration and conflict.

Major investments in adapting agriculture to climate change are therefore going to be needed to build resilience and protect the poor. This will need to be alongside measures to mitigate GHG emissions, and sequester carbon in agricultural systems. Proposed mechanisms for addressing GHG emissions from agriculture include mitigation financing under NAMAs (Nationally Appropriate Mitigation Actions) and reforms to the Clean Development Mechanism (CDM). Investments in adaptation now need to avoid "locking" countries into a high emissions route. We also need to understand at what point optimal adaptation and mitigation may mean more radical measures such as migration and/or getting out of agriculture where it is no longer viable need to be taken.

#### *Programme Research Questions*

The programme will investigate three overarching questions with more specific questions under these:

### **1. What is our current understanding on agriculture's emissions and their mitigation, and what is needed for agriculture to help achieve low carbon growth?**

- How reliable are existing estimates of GHG emissions from agriculture in developing countries, and what are implications for GHG emissions of agricultural growth in developing countries?
- What are the main trade offs, if any, in achieving agricultural growth and food security in developing countries versus GHG mitigation, or are there win-wins from using improved and more sustainable agricultural practices to get growth and mitigation, and which are the most cost-effective mitigation measures, and which groups would benefit or would some (poor farmers, women and vulnerable groups) receive no benefits?
- What is the economic potential of carbon sequestration of different agricultural practices and technologies, and what are the impacts of these on growth and poverty reduction in developing countries?

### **2. How can developing countries best adapt their agricultural systems to climate change?**

- What are the real costs of adaptation, and what is the overlap with ODA investment in agriculture, and potential new mitigation funding?
  - How best can the current information on climate change be used to inform adaptation in agriculture, and how can adaptation, mitigation and agricultural development plans be implemented and financed, and should they be mainstreamed into national and sectoral plans (e.g. PRSPs and SWAPs), or kept separate as part of NAPAs or NAMAs<sup>2</sup>?
3. **What are the challenges and benefits to including agriculture in carbon markets and offsets so that developing countries and poor farmers benefit?**
- What are the barriers to including agricultural emissions in carbon markets (e.g. the monitoring, reporting and verification of soil carbon) in developing countries?
  - Are carbon markets (volunteer and/or regulatory) the best way of bringing agriculture into climate change agreements in the medium term (to 2020) and the longer term (post 2020)? What levels of credits could be generated, how much would they cost and who would benefit from these credits?
  - How might a carbon market best work (e.g. through sectoral CDM, NAMA or REDD+)? What would a sectoral approach be like for agriculture, and what would practical examples (e.g. minimum tillage, reduction of methane from rice)? What standards should be used?

### ***Job Description/ duties***

The **policy research fellow** will be based in their home institution and will be expected to spend 2 to 3 days a week with the Food Group. The fellow will report to, and work with, the Senior Policy Adviser (Climate Change and Agriculture). The duties of the fellow will include:

1. Oversight across the different research studies commissioned under this project.
  - a. To work with the researchers undertaking the different components, and to bring researchers together to share and develop their policy findings.
  - b. To review and quality assure research methodologies and outputs (project reports, policy briefs and papers) from the different components.
  - c. Preparation of policy briefs, reports and journal papers pulling together lessons of the different studies.
  - d. To work with agriculture senior research fellow(s) on developing the evidence base (policy and science) on climate change and agriculture.
  - e. To identify knowledge gaps on climate change and agriculture, and produce project concepts for further policy research and inputs into agriculture research team's long term research programmes.
2. Engagement with policy process within DFID (Food Group, PRD and other departments) and across Whitehall.

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<sup>2</sup> NAPA – National Adaptation Programmes of Action. NAMA - Nationally Appropriate Mitigation Actions.

- a. To work with and mentor DFID advisory staff supporting the project components to produce policy briefs and papers (this could include journal papers)
  - b. To hold seminars and learning events (including cadre retreats) on project outcomes with DFID staff especially in Food Group and Climate and Environment Groups, and in regional and overseas departments.
  - c. To work with other government departments (especially DECC and Defra) to share with them the results of the programme's research, and to identify future needs for policy research on climate change and agriculture.
3. Leadership on communication and dissemination events.
- a. To develop an overall communications strategy for the programme to maximise the uptake of the policy papers and briefs, and reports.
  - b. To identify and help organise events outside of DFID where results of the project components research can be presented and discussed (e.g. Agriculture and rural Development Day in Mexico, Comprehensive African Agriculture Development Programme (CAADP) events, and meetings of the Global Donor Platform for Rural Development.
  - c. To participate in high level and international/regional events on climate change and agriculture to present the findings of the projects.
  - d. To work with DFID's bilateral and multilateral partners on developing climate change and agriculture policies and plans.

***Relevant job specific skills and/or technical competencies required***

The post holder must be able to provide strong and proactive leadership. They will need strong influencing and communications skills, as well as capacity for team-working across a range of organisations.

They must have excellent knowledge and extensive research experience of climate change, agriculture and food security policy issues, and demonstrate how they have used research to provide evidence to influence policy. They should ideally have experience of work with other donors and other government departments on international agriculture, food security and climate change policy issues.

External recruitment must be able to demonstrate livelihoods and environment competencies.

Phd qualification in a relevant discipline

## ***Baseline personnel security standard (Baseline Standard)***

All government departments are required to ensure that any personnel employed by them to work in their offices or on their systems, comply with the Baseline Standard before they take up their post. This standard involves verification of identity; nationality and immigration status; employment history (past 3 years) and a criminal record check.

### **Verification Form and identity Documents**

Candidates invited to assessment centre or interview must download a verification form for the Baseline Standard from our [website](#)

Please complete the form and bring it with you to the assessment centre or interview together with **original documents**, not photocopied or scanned, which confirm your identity, nationality and immigration status. You will find a list of acceptable documents at Annex A of the verification form.

At the assessment centre, or interview, your Baseline Standard form and original identity documents will be checked. DFID will process the successful candidate's information before they are appointed, and we will hold the reserve candidate's forms until the successful candidate has been appointed. Any forms for unsuccessful candidates will be destroyed immediately.

### **Disclosure Scotland**

At assessment centre, or interview, you will also be asked to complete a Disclosure Scotland questionnaire to allow us to undertake background checks (providing you are a UK citizen and have lived in the UK during the last 3 years.). You will be required to bring a recent original utility bill or similar as proof of address. This will not be necessary if a higher level of security clearance is required.

For more information about Disclosure Scotland please visit their website at <http://www.disclosurescotland.co.uk>.

## ***Nationality criteria***

Candidates must be nationals of member states of the European Economic Area (EEA), Swiss or Turkish National or Commonwealth citizens.

Candidates invited to assessment centre or interview will be asked to provide a copy of the photograph page of their passport (or other proof of identity, age, nationality and immigration status if their passport is not available), before they attend the assessment centre or interview.

We recommend candidates scan the relevant pages of their passport to send as an attachment with a covering e-mail. If candidates are unable to do so within the specified deadline they must contact us, as candidates who fail to do so will be withdrawn from the assessment centre or interview.

## ***Equal opportunities***

DFID is an equal opportunities employer. Applications are welcomed from all parts of the community. We actively encourage interest from women, ethnic minority groups those with a disability and people from the Lesbian, Gay, Bisexual and Transgender communities. Selection is on merit.

## ***Guaranteed interview scheme***

DFID operates a Guaranteed Interview Scheme (GIS). This means that any candidate with a disability who satisfies the minimum essential criteria for an advertised vacancy is guaranteed an interview. Please say in your application if you wish to apply under the GIS.

## ***Reasonable adjustments***

All recruitment documents can be made available in other formats on request.

We can agree how best to administer reasonable adjustments at an assessment centre, tests or interview, providing we are made aware in advance of any reasonable adjustments candidates require. Candidates requiring reasonable adjustments should complete the form which is available on our [website](#). Alternatively, please contact us to discuss.

The assessment centre process is explained in the next section.

## ***Selection***

### **Interview**

Candidates invited to interview for this vacancy will be contacted in late April and advised of the exact date and time. The interviews will be held early to mid May in London and candidates should check their email regularly. If we cannot contact you during this period then it may be necessary to withdraw your invitation to the interview.

Candidates will be expected to provide proof of their identity, age, nationality and immigration status before they attend the interviews, and candidates who do not do so by the specified deadline will be withdrawn from the interviews.

### ***Candidate expenses***

At the interview you will be asked to provide original proof of your name, nationality, immigration status, date of birth and address. If you cannot provide this or the information you provide is inaccurate, we will not reimburse expenses, or you may be asked to repay, the cost of your attendance at the interview process.

If you do not live within reasonable travelling distance of the assessment centre, tests or interview venue, you should travel the day before and we will reimburse the costs of hotel accommodation up to £85 per night in London and up to £65 per night in East Kilbride. You should make arrangements to be at the venue on time.

A travel and subsistence form is available for download from our website. You may complete your claim on the assessment day or post it to reach the above address within three months. Only the rate of subsistence quoted, the actual cost of economy fares and any incidental travelling expenses may be claimed.

### ***Recruitment complaints procedure***

Our recruitment processes are underpinned by the principle of selection for appointment on merit on the basis of fair and open competition as outlined in the Civil Service Commissioners' Principles which can be found at [www.civilservicecommissioners.org](http://www.civilservicecommissioners.org)

If you feel your application has not been treated in accordance with the Principles and you wish to make a complaint you should send it to the address below in the first instance:

**The Head of Human Resources Department  
Department for International Development  
AH 318, Abercrombie House  
Eaglesham Road**

**EAST KILBRIDE  
Glasgow  
G75 8EA**

If you are not satisfied with our response you can contact the Office of the Civil Service Commissioners. Their address is:

**Office of the Civil Service Commissioners  
3<sup>rd</sup> Floor  
35 Great Smith Street  
LONDON  
SW1P 3BQ**

e-mail: [ocsc@civilservicecommissioners.gov.uk](mailto:ocsc@civilservicecommissioners.gov.uk)



### **🔒 Your information**

The Data Protection Act 1998 gives rights to individuals in respect of personal data held about them by others and as directed by the Act, you should know the following;

DFID is the Data Controller and is registered with the Information Commissioner for the purposes of the Data Protection Act 1998.

The information you give at the assessment centre will be used by DFID and any external recruitment consultant and/or organisation appointed by us to help with the recruitment process. The information will be used to assess your suitability for the vacancy for which you have applied.

Any other disclosures will only be made if we are required to do so by any court order or similar process, or as required by law.