



Person Specification

This form lists the essential and desirable requirements needed in order to do the job.

Applicants will be shortlisted **solely** on the extent to which they meet these requirements.

Job title: IGC Director of Research

Department/Division: International Growth Centre

Criteria	Evidence	E/D
Knowledge and Experience	<ul style="list-style-type: none"> • PhD in an economics discipline or equivalent experience with a masters in an economics discipline; • Experience in research leadership and research management; • A passion for using research to inform policy decisions and deliver policy impact; • Experience of engaging with policymakers and aligning research to policy agendas; • High-quality research publications; • Experience in strategic thinking and agenda-setting around problems of international development, ideally including at national level; • Experience of working in a senior management team; • Experience providing strategic, technical and/or operational direction in an organisation working in diverse geographies; • Experience of living and working in developing countries; • Experience in securing large grants and fund raising. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>D</p> <p>D</p>
Communication	<ul style="list-style-type: none"> • The academic and intellectual credibility to inspire staff, the research community and external stakeholders; 	D

	<ul style="list-style-type: none"> • The ability and presence to promote IGC on a global stage and in global forums to a range of academic and policy audiences; • An exceptional ability to present complex information in clear simple language and to translate academic research into clear policy lessons. 	D E
Teamwork and motivation	<ul style="list-style-type: none"> • Team-oriented, respectful and collaborative approach to working with others at all levels; • Ability to provide leadership and vision for the wide range of research interests at IGC; • Demonstrated experience in leading and managing high performing teams, including developing talent and managing performance; • Ability to drive IGC's values of independence and integrity, excellence through diversity, collaboration and respect, and learning to improve. 	E E E E
Liaison and Networking	<ul style="list-style-type: none"> • Credibility and networking skills to build and maintain a strong international network of researchers and policymakers; • Proven ability to build productive and collaborative relationships with international researchers and research institutions. 	D E
Planning and organisation	<ul style="list-style-type: none"> • Strong strategy development and planning skills; • Experience in leading knowledge sharing structures across offices in different geographies; • Experience of operational and financial management such as forecasting; • Ability to develop new ideas and innovative approach to problem solving; • Ability to work autonomously, flexibly and to tight deadlines. 	E D D E E



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E – Essential: Requirements without which the job could not be done.

D – Desirable: Requirements that would enable the candidate to perform the job well.