

IGC Research Director Background Information

Introduction

The London School of Economics and Political Science (LSE) is internationally renowned for the study of the social sciences in their broadest sense, from economics, politics and law to philosophy, anthropology, management science, accounting and finance.

LSE was founded in 1895 and aims to be a laboratory of the social sciences, a place where ideas are developed, analysed, evaluated and disseminated around the globe. Its mission to connect with the 'real world' of government, business and public life in general makes it a special kind of university.

LSE is one of the most international universities in the world. Many students, including the majority of postgraduates, come from outside the UK. So do many of the faculty. Partnerships with a select number of the finest social science universities in the world help to extend LSE's reach globally, particularly in Asia, North America and now in Africa.

LSE has an outstanding reputation for academic excellence. This is recognised by its high standing in the many university league tables and in other measures of quality, for both teaching and research. LSE staff and alumni include 16 Nobel Prize winners, in economics, peace and literature.

The International Growth Centre works with policymakers in developing countries to promote sustainable and inclusive growth through pathbreaking research.

Founded in 2008, the IGC directs a global network of academic researchers and policy experts working on economic growth and a set of country teams and thematic initiatives working across Africa, South Asia and the Middle East. The IGC works in partnership with developing country governments and other policy stakeholders to provide high quality research to inform policy on economic growth issues. Based at LSE and in partnership with the University of Oxford, the IGC is majority funded by the UK Foreign, Commonwealth and Development Office (FCDO) with additional funding from other foundations and research grants. IGC has been awarded the third phase of FCDO funding to the end of 2026.

Our approach

We believe that the only viable strategy for achieving both sustained reductions in poverty and climate change mitigation and adaptation in developing countries is through **sustainable economic growth**. Yet today's response to growth challenges must go beyond simple recommendations to adopt 'global best practice'. As countries face new and distinctive growth challenges, there is an increasing realisation that new thinking and fresh approaches are essential to driving growth.

We believe the root cause of the mass poverty that characterises low-income countries is that most people, despite working hard, are **trapped in low productivity activities**. In addition, these populations are the most vulnerable to the **harmful**

effects of climate change. Much of the transformation from poor, agricultural economies into modern, prosperous economies focused on services and manufacturing has not yet happened. There is an urgency to decarbonize the structural transformation process and, at the same time, protect vulnerable populations from environment change. We believe such transformations have four key drivers – **economic governance, trade and productivity, cities and infrastructure, and energy** – each of which require new thinking, new context-specific evidence, and new practical approaches.

IGC is poised to take its ambitious research and policy engagement to a new level, with a sharper focus on the sustainable growth needed to tackle climate change, structural change and an increased emphasis on state fragility.

IGC's distinctive model

IGC has established a position at the forefront of intellectual exploration and debate on growth, working to increase knowledge of what drives growth in developing countries, and to influence policy thinking both in partner countries and globally. By working in collaboration with policymakers and other policy stakeholders across Africa, South Asia, and the Middle East, IGC works to empower developing countries to find answers to the fundamental questions that underlie their particular growth policy challenges and to strengthen evidence-based policymaking.

Countries face a range of challenges that require new evidence and a flow of new ideas and innovations to transform policymaking in areas pertinent to sustainable growth and development. The IGC brings a distinctive approach that draws on the power of frontier research to generate new ideas and innovative policy solutions. The IGC model is based on

- a **world-leading network of academic researchers** on economic growth to generate the innovative ideas and rigorous evidence necessary to develop successful growth policies;
- a set of **resident country teams**, staffed by full time economists, who build deep and long-term relationships with a broad set of policy decision makers, complemented by **thematic initiatives**.
- a **co-generation approach and collaborative way of working** with governments, made possible by country and initiative teams, that brings top researchers and senior policymakers together to set growth policy research agendas and to work collaboratively as research progresses.

These three pillars have helped to establish IGC as an independent authority on growth in developing countries and a trusted partner of host governments and other policy stakeholders. Working in close collaboration with government, and other key stakeholders, means that growth policy solutions generated by IGC ideas and evidence feeds directly into policy and can be taken to scale.

Structure

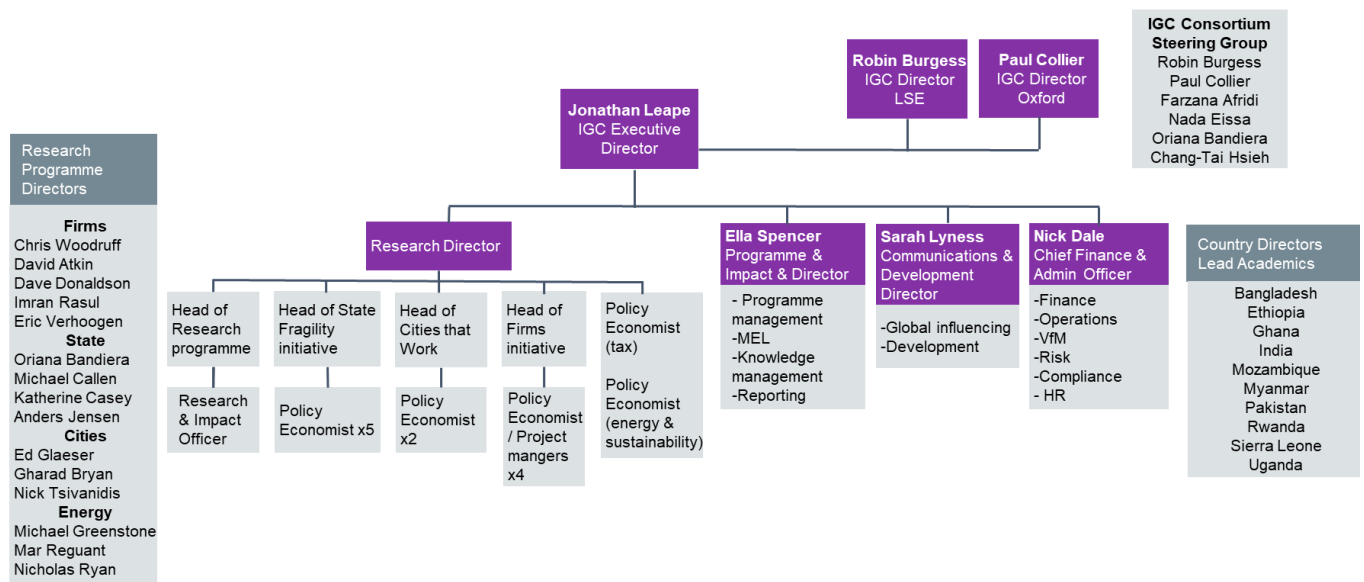
IGC is led by **Executive Director** Professor Jonathan Leape working closely with Directors Robin Burgess, Professor of Economics at LSE, and Sir Paul Collier, Professor of Economics and Public Policy at the University of Oxford. Jonathan

Leape leads a Senior Management Team (SMT) with four full-time directors leading specific functions, based at the LSE hub.

Specialist leadership is provided by a series of part-time leadership roles. Thematic research leadership is provided by **Research Programme Directors** (RPDs), including Oriana Bandiera (LSE), Chris Woodruff (Oxford), Dave Donaldson (MIT), Ed Glaeser (Harvard) and Michael Greenstone (Chicago) – all are global leaders in their fields. Country Teams bring together high-level, country-specific policy and research expertise. The Country Leadership Teams include a part-time **Country Director** (CD) and one or more leading researchers as **Lead Academics** and are supported by a team of two to three resident County Economists. IGC currently has country teams in ten countries across Africa and South Asia and responsive policy engagements in a further six countries.

IGC's thematic focus is complemented by thematic initiatives that cut across these four themes, including [Cities that Work](#) and [State Fragility initiative](#).

IGC's organisational chart is shown below.



Impact in action

IGC commissions research through a series of open, competitive calls for proposals and smaller scale direct commissioning. Research is driven by both gaps in the evidence base and by the articulated needs of policymakers. As a result we both advance the **frontier of knowledge and achieve high levels of policy impact**. Below are some examples of where IGC frontier research has changed thinking and policy.

Incentives for better tax collection. Developing countries collect much less tax revenue on average than developed countries (10-15% of GDP compared to 30-40%), giving them fewer resources to deliver public services. IGC has worked with governments to develop and test ways to improve tax collection. Working in partnership with the tax authorities in Pakistan, for example, IGC demonstrated that

offering monetary and non-monetary incentives to property tax collectors improved job performance and increased revenues, while, in Bangladesh, IGC research showed that publicising information about which businesses were paying their taxes increased future compliance and tax collection.

Election debates to increase political accountability. IGC researchers in Sierra Leone and Ghana worked with civil society groups to broadcast debates between parliamentary candidates. The research showed that the debates improved voters' awareness of specific candidates, informing their voting preferences, and politicians' subsequent performance in their constituencies. Debates were scaled up in 2018 elections in Sierra Leone and IGC ran workshops with political parties on the economic challenges that political party manifestos must address.

Innovative regulations to reduce pollution. IGC studies have examined the impact of innovative and transparent regulations in different Indian states including incentives for environmental auditors, emissions monitoring systems, emissions trading, and rating firms based on emission levels. The research demonstrated that changing the incentives for auditors can improve the accuracy of reporting, leading to reduced emissions. This research has led to changes in environmental auditing regulations in Gujarat.

Improving management practices to boost productivity. Several IGC projects have examined the quality of management practices in firms in India, Pakistan, Bangladesh, and Mozambique. The projects rigorously analyse the management practices of individual firms and demonstrate how practices vary across countries. The research has shown that firms in low and middle income countries have on average much worse management practices than firms in high income countries, with a large number of badly managed firms and a wide variation in management scores across firms. Adopting improved management practices can raise average productivity by 17% through improved output quality, efficiency, and reduced inventory. This research has led to increased focus amongst policymakers on employee skills and knowledge and specific initiatives such as a pilot project in Mozambique.

IGC has designed a rigorous monitoring and evaluation system to capture, track and score the direct policy impact of each research project in its portfolio. In the last three years alone, IGC has achieved more than **450 cases of high policy impact** – rigorous research that has translated into practical policy solutions.

The IGC has also changed thinking about growth through its academic impact. The IGC has produced more than **207 peer-reviewed publications** to date, 28% of which have been published in the top five economics journals.

For more examples of the work, partnerships, and impact of the International Growth Centre, please [click here](#) to review IGC's latest annual report.

The Role

The Research Director plays a key role in driving **IGC's strategic thinking and planning** as a member of the Senior Management Team (SMT), reporting to the Executive Director (ED), and working with the Directors at LSE and Oxford and the



Research Programme Directors (RPDs). The role will be based in the IGC Hub located within the LSE in London.

The Research Director provides **vision and direction for IGC research activities** and leads the implementation of the IGC research agenda, working closely with the RPDs, country teams and thematic initiatives to set research priorities. The role builds IGC's network of researchers, matches researchers to policymaker requests, commissions research, and ensures the highest standards of research quality.

The Research Director leads the IGC research programme and thematic initiatives teams in the London Hub, **setting direction and recruiting, motivating and developing high-performing teams** and ensuring strong collaboration across the hub, country and thematic teams.

The Research Director **promotes the academic and policy impact** of IGC research and fosters the development of innovative approaches to research, research collaborations and research-driven policy engagement. The role supports the continued development of the IGC co-generation model of researchers working in close partnerships with policy makers and other policy stakeholders.

Terms and Conditions

Location: London, United Kingdom, with the possibility of some remote working and with regular travel.

Reports to: Executive Director

Salary: Salary range is £64,827 to £83,187, plus a significant market supplement

Working Hours: This is a full-time post. The ability and willingness to adopt a flexible approach to working hours and duties is expected, and you may be required to work additional hours from time to time in order to fulfil the requirements of your role and the needs of the IGC. It will be necessary to travel abroad regularly for short periods on behalf of the IGC.

Contract: This post is subject to a probationary period of 12 months, after which there will be a performance review.

After the successful completion of the probationary period the IGC expects to be given notice of 3 months both during and after confirmation in post to terminate the contract of employment. The post-holder will be entitled to the equivalent period of notice should the IGC decide to terminate the contract of employment.

Holiday: Annual leave is 25 days plus bank holidays and plus LSE closure periods (equivalent to an additional 8 days over Christmas and Easter).

Equal Opportunities: LSE is an equal opportunities employer and commitment to this is expected from all staff.

Pension Scheme: <https://info.lse.ac.uk/staff/divisions/Human-Resources/Working-for-LSE/Pensions>

Other Benefits: <https://info.lse.ac.uk/staff/divisions/Human-Resources/Working-for-LSE/Staff-Benefits>