



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: Director of International Programmes and Impact

Department/Division: International Growth Centre

Criteria	Evidence	E/D
Knowledge and experience	Proven track record of leadership and delivery in a mission-driven international organisation	E
	Experience working with policy makers and researchers in developing countries, an understanding of policy engagement and impact, and an enthusiasm for connecting frontier economic research to policy making	E
	Experience in strategic thinking and agenda-setting around problems of economic development and the policy environment, and an understanding of current research and policy debates	E
	A postgraduate degree in Economics or a related discipline	E
	Deep knowledge and experience in impact measurement and evaluation in the social sector and experience utilizing a broad range of quantitative and qualitative methods for analysis, of drawing out implications and of engaging the broader organisation with these	E
	Experience in programme and project management in a developing country setting	E
	Experience in fundraising and in managing contracts funded by external donors, including managing relationships with funders, and budget management	D
	Experience of working in a senior management team	D
Communication	Excellent written and oral communication and presentation skills	E
	Ability to synthesise and present complex data and findings in simple, compelling, and meaningful ways to diverse audiences, internally and externally to policy stakeholders and donors	E
Teamwork and	Team-oriented, respectful and collaborative approach to working with others at all levels.	E



motivation	Ability to bring together and motivate people from different parts of a complex international organisation to a common goal.	E
	Demonstrated experience in leading and managing effective teams, including developing talent and managing performance;	E
	Ability to drive IGC's values of excellence, respect, diversity, objectivity, and continuous learning.	D
Liaison and Networking	The ability to network and build personal profile within the sector to share learnings and drive thinking.	E
	Experience of building productive and collaborative relationships with senior colleagues within complex organisations, gaining buy-in and cooperation from colleagues.	E
	Demonstrated ability to lead and manage the relationship with a donor and with an external supplier.	D
Initiative and Problem Solving	Positive mindset, initiative and drive to push the organisation to accomplish its mission.	E
	Highly developed strategic thinking and analysis skills, with the ability to address complex issues with rigour.	E
	Strong analytical, evaluation design, and methodological skills, and ability to use "right-fit" methods for a broad range of quantitative and qualitative approaches.	E
	Commercial awareness and ability to achieve value for money	D
Planning and organisation	Strong strategic planning skills	E
	Highly organized and able to manage a broad portfolio of activities in order to consistently meet deadlines, often under pressure.	E
	Experience of operational and financial management including setting budgets, forecasting and reviewing performance.	D

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

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