



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: Lab Economist, Zambia Evidence Lab

Department/Division: International Growth Centre

Criteria	Evidence	E/D
Knowledge and experience	MPA/MPP/MSc/MA degree in development economics, economics, public policy/administration, or a related discipline.	E
	Demonstrated understanding of policy-relevant research and strong expertise in quantitative analysis, particularly using observational research designs.	E
	Significant experience with Stata or R.	E
	Ability to write in English cogently and clearly, and to construct clear and concise arguments to facilitate the translation of research into policy recommendations.	E
	Experience of working in one or more developing countries, preferably in a policy setting.	E
	Experience of exploiting large datasets.	E
	Experience of coordinating and/or disseminating research or policy projects and supporting the policy dialogue by drafting notes, briefs and blogs.	D
	Experience of programme management and understanding of monitoring and evaluation methods and processes in the field of development economics or a related area.	D
	Experience of participating in the delivery of policy events and conferences.	D
	Experience of engaging the media on economic policy issues.	D
Communication	Evidence of excellent written and oral communication skills, in particular evidence of explaining technical information to non-specialist audiences.	E



	<p>Experience of producing written documents, papers and / or blogs targeted to a specific audience (e.g. policy makers, NGOs) to a high standard</p> <p>E</p> <p>Evidence of acting as a point of reference for others and contributing to the development of new knowledge and understanding within the development field.</p> <p>D</p>	
Teamwork and motivation	<p>Strong evidence of initiative and problem solving skills.</p> <p>E</p> <p>Experience of working as part of a team in a multi-cultural context, ideally in a developing country.</p> <p>E</p> <p>Ability to work with a range of teams across a large and complex organisation</p> <p>E</p>	
Liaison and Networking	<p>Ability to lead on networking and maintain relevant networks by identifying and engaging with key people to foster working relationships with.</p> <p>E</p> <p>Demonstrated ability to interact with policymakers through, for instance, past work with government officials, NGOs, think tanks and aid agencies.</p> <p>D</p> <p>Demonstrated ability to work with others to organize events, such as policy conferences, stakeholder workshops and research/policy seminars.</p> <p>D</p>	
Planning and organisation	<p>Ability to work independently and to take initiative with minimal supervision in challenging environments.</p> <p>E</p> <p>Demonstrated ability to plan and organise own workload in order to consistently meet deadlines, and to carry out tasks according to a priority assessment.</p> <p>E</p> <p>Demonstration of attention to detail whilst being able to produce outputs within set deadlines.</p> <p>E</p> <p>Ability to carry out both technical and operational duties required for the effective support of research work and its dissemination, as well as other country activities.</p> <p>E</p>	

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

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