

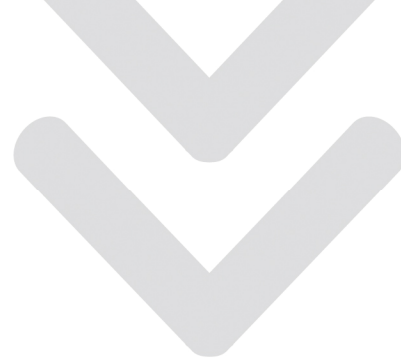
## Person Specification

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.

<b>Job title: Country Programme Director</b>	<b>Ref no.: 1433368</b>
<b>Department/Division: International Growth Centre</b>	<b>Accountable to: Executive Director</b>

Competency	Criteria	E/D
<b>Knowledge and Experience</b>	Possession of a masters or higher degree in Economics or a related discipline	E
	Proven leadership and management skills in an international and multicultural organisation	E
	Enthusiasm for connecting frontier economic research to policy making in developing countries	E
	Extensive experience working with policy makers and researchers in developing countries, and an understanding of policy engagement and impact.	E
	Experience in programme and project management in a developing country setting	E
	Experience of managing contracts funded by external donors, including managing relationships with funders, and budget management	D
<b>Communication</b>	Excellent written and oral communication and presentation skills	E
	Ability to adapt communication style to the relevant policy audience across a range of developing countries	E
	Ability to convey research findings and relevant policy lessons to policy stakeholders at the national and international level and in particular, in IGC partner countries	E
	Demonstrated ability to convey complex information on political and economic topics in regional and international forums and to non-technical audiences	E



<b>Teamwork and Motivation</b>	Demonstrated ability to foster effective teamworking in an international organisation and to motivate staff to achieve excellence	E
	Ability to manage heterogeneous research and policy teams, including senior external advisers as well as junior staff	E
	Ability to work co-operatively with a wide range of colleagues, researchers, private stakeholders and contacts in partner institutions	E
<b>Liaison and Networking</b>	Demonstrated ability to interact with senior-level policy makers, such as past work with government officials, the private sector, NGOs and the media.	E
	Experience of liaising with other senior managers and colleagues within complex organisations and across organisations.	E
<b>Service Delivery</b>	Proven ability to manage and monitor complex policy/research programmes in line with funder requirements	D
	Demonstrated ability to manage budgets and comply with funder reporting requirements	E
<b>Initiative and Problem Solving</b>	Ability to use initiative and creativity to resolve problems where an immediate solution may not be immediately apparent or where there is a lack of precedent	E
	Experience in identifying and anticipating opportunities to communicate and promote the work of the organisation	E
<b>Planning and Organising Resources</b>	Proven ability to set clear and effective aims and objectives against which work can be prioritised and planned and to assist a team to do the same	E
	Ability to plan and organise own workload in order to consistently meet deadlines, often under pressure	E

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

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