Job Title: A2L Conflict Adviser
Grade: A2L
Location: Nigeria, Abuja
Position No: 010194
DG: COUNTRY PROGRAMMES
Functional Area: ADVISORY
Hiring Manager: Sophie Stevens

Purpose of Job
This is an exciting opportunity for a dynamic, experienced, and committed Nigerian professional to become a Conflict Adviser for FCDO Nigeria, supporting the work of the wider British Mission in Nigeria. The successful candidate will be looking to develop both technical and leadership skills, whilst maximising the UK’s contribution to peace and stability in Nigeria. The successful candidate will be assuming the post at an important time. Conflict and insecurity are on a downward trajectory: continued insurgency, worsening inter-communal conflicts and criminal violence in rural areas, terrorist groups expanding their influence across the various parts of the country, insecurity, and secessionist unrest still spreading. The build up to elections in 2023 will be a critical time for Nigeria to prevent serious violence and work towards peace and social cohesion.

The job holder will lead critical areas of the team’s policy and delivery objectives. Working closely with Nigerian Government, civil society and implementing partners, you will provide in-depth analysis of conflict and insecurity trends for the UK across Nigeria; drive our work on the complex conflict in the North West; lead relationships with, and provide technical support to, Nigerian security and justice sector partners; and support work to promote peaceful elections in the build up to 2023. There will also be opportunities to support our policy and programme work on climate security and farmer-herder conflicts. You will work across diverse teams and departments of UK Government in Nigeria to respond to conflict issues.

The current fiscal situation means that FCDO conflict programmatic resources are relatively small but safeguarded to support strategic engagement and influence. Current programming includes a partnership with a leading Nigerian think tank on influencing public discourse and supporting high-level policymakers, such as Governors of conflict-affected states and civilian-led peace and security actors; a new CSSF programme to tackle emerging threats and conflict in North West Nigeria; and a multi-million-pound programme in design to address rural violence and climate security challenges in the North, which will scale up and expand this work. In this context, you will engage directly with Nigerian stakeholders and the wider international community to influence and support change.

The successful candidate will sit within the “Governance and Stability Block” which has four teams covering (i) governance, (ii) social development, (iii) conflict and (iv) serious organised crime. The block brings together the work of FCDO and the Home Office behind a single strategy and has 47 staff.
The job holder will join the Conflict Team, reporting to the Team Leader. The team is made up of both UK-based and local Conflict Advisers and Programme Managers. The team’s work cuts across a wide range of policy issues, including conflict prevention and management, stabilisation, peacebuilding, security, and justice sector reform, DRRR, preventing and countering violent extremism and human rights. The team delivers strategic analysis at the highest levels of Government, designs, and manages programmes, and engages frequently with Nigerian Government, civil society, and international counterparts. The team focuses heavily on national conflict and cohesion, the conflict in North West Nigeria, and multiple security challenges facing the North as a whole. The job holder will also work closely with colleagues across the Mission including Political Team, CSSF (the UK’s cross-Government Conflict, Security and Stability Fund, which has a significant portfolio in Nigeria which the team supports), Defence Section, Counter Terrorism Network, the Humanitarian Team, and others. The British High Commission has a Deputy High Commission in Lagos as well as a sub-national structure with staff present in six other state offices.

<table>
<thead>
<tr>
<th>Key Accountabilities and Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>In this role you will be responsible for:</td>
</tr>
<tr>
<td>Providing robust and strategic conflict analysis and advice to inform FCDO’s policies and programmes in Nigeria, including:</td>
</tr>
</tbody>
</table>

1. Conflicts in Northern Nigeria, including the complex crisis in the North West; inter-communal conflicts in North Central/Middle Belt; and links with the evolving security situation in the North East/Lake Chad Basin.

2. National level political and other dynamics affecting Nigeria’s overall stability, unity, and peace. For example, dynamics affecting national cohesion and peace in the build up to elections in 2023.

3. Climate and natural resource conflict, which are major strategic priorities in both Nigeria and the wider Sahel and may require engagement with other HMG Embassies in the region.

4. Policing, security, and justice sector reform, in support of new programming through which we plan to increase our engagement on this critical issue.

Support with FCDO’s Conflict Programming

1. Ensuring conflict, security and justice programme activity is strategic, well-designed, and implemented, and value for money. This will include oversight of strategic engagement funds, research commissions, and influence over the CSSF portfolio. There is opportunity to engage on a range of technical areas, including conflict prevention, peacebuilding, security, and justice, countering violent extremism, stabilisation, women peace & security, and climate security.

2. Leading advisory and technical support to local implementing partners on FCDO’s conflict programming, including building capacity of partners to influence policymakers and the international community, and deliver high quality technical assistance and analysis.

3. Leading advocacy and external engagement efforts for the Mission on the themes discussed above, under the framework of the team’s influencing plan. This would include regular travel to conflict-affected regions of Nigeria.
4. Undertake 10% support to the wider conflict work of FCDO, which would involve working with another country office or policy team from time to time.

**Drive impact on conflict sensitivity across FCDO Nigeria**

1. Support with cross-office conflict sensitivity analysis, supporting other sector teams to integrate conflict analysis into their design and planning.

2. Support with the provision of timely high quality conflict sensitivity advice across the office, particularly at key points across the programming cycle (including support to shape new programmes on governance, livelihoods, and infrastructure).

3. Support FCDO Nigeria corporate and ministerial briefing requirements, high level visits and priorities

### Ways of Working

The post-holder will report to the A2 Head of Conflict Team within FCDO Nigeria’s Governance and Stability Block

### Additional Notes

- Minimum of a master’s level degree or equivalent level of academic and professional experience in a subject area clearly related to Conflict and Development studies.
- Minimum three years’ experience working within conflict sensitivity and analysis in related disciplines. This should include conflict research; development of robust analysis; provision of conflict development advice to development programmes or policy making institutions; experience of designing and managing conflict development programmes; and experience in overseeing budgets and results delivery.
- Knowledge and experience of conflict policy and programming is essential.

### Job Specification

#### Generic Competences - civil service and international competencies

<table>
<thead>
<tr>
<th>In this job, this means…</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Communicating and influencing</td>
</tr>
<tr>
<td>2. Seeing the Big Picture</td>
</tr>
<tr>
<td>3. Leadership</td>
</tr>
</tbody>
</table>
Applicants should demonstrate experience and expertise in the three technical competencies listed below:

<table>
<thead>
<tr>
<th>Professional/Technical competences</th>
<th>In this job, this means….</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Applied conflict and political analysis</strong></td>
<td>Knowledge of and can undertake robust conflict analysis examining the causes and drivers of conflict and instability, including the centrality of political settlements, regional geopolitics and transnational drivers and the factors that sustain resilience. Individual can use this analysis to influence strategy, policy, and programming.</td>
</tr>
<tr>
<td><strong>2. Conflict Sensitivity</strong></td>
<td>Knowledge of and can explain leading practice in conflict sensitivity. Analysing relationship between development and conflict, how aid can play a role in peace and war and how our interventions in the conflict context can minimise harm and maximise peacebuilding effect. An advisor can apply this analysis to design conflict sensitive policy and programmes.</td>
</tr>
<tr>
<td><strong>3. Conflict Response: Building peace and stability</strong></td>
<td>Knowledge of and can assess and develop the appropriate policy and programming response depending on country and regional context and phase of conflict. Including conflict prevention and early warning, stabilisation and early recovery, Peacebuilding and State building.</td>
</tr>
</tbody>
</table>