



Recruitment pack



Senior Nutrition Scientist



About Development Initiatives

Development Initiatives (DI) is an international development organisation that focuses on putting data-driven decision-making at the heart of poverty eradication.

Our vision is a world without poverty that invests in human security and where everyone shares the benefits of opportunity and growth.

We provide rigorous information to support better decisions, influence policy outcomes, increase accountability and strengthen the use of data to eradicate poverty.

“At DI we constantly strive to make the best contribution we can to ending poverty, building resilience and ensuring that no one is left behind. We know that good data is essential to successfully and sustainably end poverty. We use our specialist expertise in data to bring forth information about people in poverty, where financing is going, what’s working, and whether those in greatest need are reached. We also play a role in improving the openness, quality and use of data. This is crucial for resources to be used effectively to address poverty and ensure that everyone is being counted.”

Harpinder Collacott, Executive Director, Development Initiatives

Senior nutrition scientist

Role content and purpose

The postholder will be responsible for providing scientific expertise for the [Global Nutrition Report](#) (GNR) products. You will be knowledgeable in nutrition research methodology, analysis and reporting. The postholder will be accountable for DI's delivery of all GNR product elements and will work under the guidance and oversight of the Independent Expert Group (IEG) Co-Chairs.

Nutrition research will include, but not be limited to, evidence synthesis, protocol development, and writing content for GNR products.

Within DI the postholder will report to the project sponsor and work closely with the DI GNR data team. The postholder will manage and oversee the DI GNR data team for analyses, interpretation and presentation related to GNR products.

Technical duties

- Oversee and manage the scientific and content development of GNR products, specifically shadow writing the *Global Nutrition Report*, having overall responsibility for the final content as approved by the IEG Co-Chairs.
- Work with the IEG members (through the IEG Co-Chairs) to provide guidance and oversight to the DI GNR data team and support them in gathering data for analysis, interpretation, and reporting.
- Commission background work, case studies or further analytical work to fill gaps and inform interpretation of the data and evidence-based recommendations, under the guidance of the IEG Co-Chairs.
- Conduct evidence synthesis on specific topics identified by the IEG Co-Chairs, interpret and draw evidence-based conclusions from scientific literature.
- Support the IEG Co-Chairs and DI Communications Team to promote GNR products through available communication networks and present the findings of the report at events as required, and liaise with journalists, provide interviews and respond to inquiries as appropriate.
- Represent DI externally in area of expertise.
- Work collaboratively across teams providing high quality input in area of expertise.

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- Engage in an open and effective manner with the wider nutrition community, including the IEG and the Stakeholder Group.

Organisational responsibilities

- Lead on nutrition research and science at DI.
- Implement and manage strategic projects and activities in line with DI's vision, mission, values and goals.
- Develop and maintain effective systems ensuring these are consistent with DI's operational requirements and policies.
- Support the day-to-day management within own team.
- Demonstrate creativity in applying solutions.
- Provide vital administration and logistical support to ongoing project work.

Management duties

- Lead DI data analysts team supporting the GNR.
- Ensure line reports are delivering to a high standard across their objectives, and performance managing or up-skilling if and when appropriate.
- Lead or contribute to team meetings and provide updates as required.
- Take responsibility for health, safety and security obligations for team members.

General responsibilities

- Be aware of and take personal responsibility for any health and safety issues and obligations.
- Uphold all aspects of company policies and procedures and legal requirements in relation to personal conduct.
- Prepare for and engage in one-to-one meetings and performance management appraisals.
- Maintain professional development and personal development plans.
- Be willing and committed to taking on new work as required and be proactive.

No job description or role profile can encompass all tasks and duties that may be required, and we will expect the postholder to carry out other duties and tasks from time to time that are broadly consistent with those in this document.

Person specification

Area		Essential/ desirable
Experience	<ul style="list-style-type: none"> • Minimum 1 year of post-doctoral experience in nutritional research. • Minimum 5 years' overall experience in nutritional research with an emphasis on nutrition indicator data collection, management, and analysis. • Strong publication record (minimum of 15 published articles in peer-reviewed journals). • Experience with statistical software, such as Stata, R, or SAS. • Proven experience in evidence synthesis, including in literature search, systematic reviews and meta-analyses. • Experience in collaborating with data analysts/biostatisticians and overseeing nutrition analyses. • Experience working with nutrition scientists/researchers from around the world. • Exposure to multiple areas of nutrition and diet-disease links, including undernutrition and diet-related chronic diseases. • Experience working in nutrition surveys/programmes at the national or sub-national level. • Work experience in more than one location or area of related work. • Experience in nutrition data standardisation and harmonisation. • Experience in project management and organisation, including administrative tasks, keeping track of processes/actions, and developing operating protocols/manuals. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>D</p> <p>D</p> <p>D</p> <p>D</p> <p>D</p>
Skills and abilities	<ul style="list-style-type: none"> • Strong communication skills, including experience in working effectively across cultures and with diverse audiences, and communicating clearly and effectively both verbally and in writing. • First-rate written skills evidenced in published work, with the ability to present complex issues clearly to a wide audience and by using appropriate scientific terminology. • Ability to work in a fast-paced environment yet deliver on time with attention to detail and accuracy. • Ability to work independently with minimal support as well as in a team environment. • Multi-tasking, project and time management skills, including ability to prioritise and coordinate tasks with a great degree of flexibility. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>

	<ul style="list-style-type: none"> • People management skills, including ability to interact effectively and efficiently with employees at all levels, from different departments, internally and externally. 	E
	<ul style="list-style-type: none"> • Strong analytical skills with extensive experience in quantitative analysis and presentation of dietary data and nutrition indicators/metrics, including understanding different types of data analyses and accurately interpreting and presenting relevant data outputs. 	E
Education	<ul style="list-style-type: none"> • Educated to degree-level in Human Nutrition or Dietetics. 	E
	<ul style="list-style-type: none"> • PhD in Nutrition, Nutritional Epidemiology, Public Health Nutrition, Food Policy, or related field. 	E
	<ul style="list-style-type: none"> • Masters in Nutritional Epidemiology, Public Health Nutrition, Biostatistics, Food Policy, Food Economics, or related field. 	D
	<ul style="list-style-type: none"> • Registered Dietitian (RD) credential. 	D
Knowledge	<ul style="list-style-type: none"> • Sound understanding of dietary assessment methods, nutrition indicators/metrics, the double burden of malnutrition, large dataset management, global nutrition data from different countries and regions, and diet-disease burden modelling and quantification. 	E
	<ul style="list-style-type: none"> • Understanding of nutrition financing – international, domestic or both. 	D
	<ul style="list-style-type: none"> • Existing awareness of/links with the GNR. 	D
	<ul style="list-style-type: none"> • Knowledge of and/or contacts within the nutrition environment. 	D
Personal attributes	<ul style="list-style-type: none"> • Strong drive for results. 	E

Contractual details

Start date:	From September 2020, depending on notice period
Location:	Bristol, UK; Washington DC, USA; Nairobi, Kenya; or home-based, with flexibility to visit DI's Bristol office when required
Length:	Fixed term contract for 12 months
Salary:	Salary dependent on experience and location
Hours:	Full time (although part time will be considered for exceptional candidates)
Probation:	3 months
Leave:	25 days pro rata, plus all bank/public holidays

Application details

Your CV (no more than two pages) and covering letter (one page), which should detail your skills and evidence of experience and how it relates to the job description, should be emailed to: Connie Fitzgerald (Human Resources Officer) at HR@devinit.org, quoting ref: **Senior Nutrition Scientist** in the email subject line. Your letter should also include your salary expectations, notice period/available start date and where you saw the job advert.

Closing date: 14 August 2020

First interviews: w/c 31 August 2020

Other

We welcome applications from all sections of the community.

We have a duty to prevent illegal working by checking potential employees' documents, before employing them, to ensure they have the right to work in the country in which this post is based.

We are unable to offer sponsorship for a work permit/visa application.

DI is an equal opportunities employer and in line with our policies, we aim to ensure that no job applicant receives less favourable treatment on the grounds of race, colour, nationality, religion, ethnic or national origin, age, gender, marital status, sexual orientation or disability.

We find it helpful for all applicants to complete our Diversity Monitoring Form found on our website at: <http://devinit.org/working-with-us/vacancies/>

Working together

“People are our greatest asset” – it’s a well-used saying, but at DI, it really is true.

We acknowledge that we work in an environment where the pace is often fast, and we need our people to be able to respond swiftly and creatively to new situations and demands, so it makes sense that the better our employees are, the more effective we will be and for this reason, we work hard to create an environment that meets everyone’s needs.

In line with our values (empowering, transparent, innovative, agile, quality), we aim for a culture of honesty and openness and want to attract and retain talented people who share our vision. We also like to offer individuals the space to use their talents in an innovative working environment with colleagues who are passionate about our vision.

	UK Office	US Office	Africa Office
Informal work environment (e.g. casual dress)	✓	✓	✓
Pension scheme with 5% employer contribution	✓	✓	✓
Flexible working arrangements (e.g. homeworking, flexitime)	✓	✓	✓
Healthcare scheme with employee assistance programme	✓		
Medical Insurance		✓	✓
Paid study leave and financial support	✓	✓	✓
Paid professional membership fees	✓	✓	✓
Buy/sell holiday scheme	✓	✓	✓
Cycle to work scheme	✓		
Enhanced holiday entitlement, plus all bank and public holidays and discretionary paid time off at Christmas	✓	✓	✓
Up to five days’ paid volunteering leave (addressing poverty/helping vulnerable people)	✓	✓	✓