

The U4 Anti-Corruption Resource Centre (U4) at Chr. Michelsen Institute (CMI) works to reduce the harmful impact of corruption on society. We share research and evidence to help international development actors get sustainable results. Since 2003, we have advanced the anti-corruption field together with global research networks and practitioners. We communicate practical entry-points for countering corruption – through dialogue, publications, online training, workshops, helpdesk, and innovation. Located in Bergen, Norway, CMI is a leading independent research institute on global development and human rights.

We have two vacancies

Position 1: Programme adviser / Senior programme adviser

Position 2: U4 TRIAL Coordinator and Programme adviser

In both positions, you will be part of a dynamic, international team. You will have the opportunity and creative space to influence development policy and practice. You will work with the U4 partners (9 development agencies) and others, sharing accessible knowledge on corruption and anti-corruption interventions. You will combine your own applied research with commissioned work to develop and deliver publications, online resources, training materials and workshops for practitioners and policymakers.

Position 1:

As a U4 Programme adviser / Senior programme adviser you will lead a thematic area at U4. This involves research, publishing, and training donor agency staff and others how to address corruption in their work. You will develop your theme content in consultation with colleagues and the U4 partner agencies and prepare and take part in online training courses. Together with colleagues, you will travel to partner agency headquarters and country offices where we facilitate training and dialogue among practitioners and join policy discussions at local and international events.

We expect you to have substantive theoretical and practical insight into one or a combination of the following areas:

- Illicit financial flows, incl. money laundering and other illicit activities related to criminal networks, and tax evasion.
- Corruption in the private sector.
- Corruption in extractive industries and/or the energy sectors.
- Corruption in the health sector.
- Corruption risk management.

Position 2:

U4 TRIAL is a new strategic U4 initiative to combine innovation and research methodologies with the objective to expand the knowledge of effective anti-corruption practices and policies in specific contexts. In 2019, we will start facilitating idea development for local innovation projects (LIPs) and evaluate their piloting /prototyping with robust research methods in collaboration with our partner agencies and other stakeholders. We will explore lateral thinking approaches by drawing on expertise and experiences outside the anti-corruption and governance communities and develop a selection mechanism for future LIPs in consultation with our partner agencies.

The **U4 TRIAL coordinator** position will have 60 % of the time dedicated to establishing U4 Trial as a robust and edgy innovation lab that generates evidence-based knowledge on the effectiveness of anti-corruption initiatives in specific contexts. You will plan and manage resources, steer towards clear targets and thrive in the ambiguous space between

existing and new practices. You coordinate the TRIAL core team as part of the larger U4 team and serve as the bridge between the lab and CMI/U4 management and external partners. You will secure strong buy-in from relevant stakeholders both inside and outside the organisation. In the remaining time you will be an adviser/senior adviser conducting thematic research and take part in common activities as the U4 in-country workshops and online trainings.

We expect you to have substantive theoretical and practical insight on several of the following areas:

- Innovation and collaboration facilitation approaches and techniques.
- Innovation management.
- Systems thinking/research practices.
- Research methodology, including field experiments.
- Experiences from lab practices relating to governance problems.
- Systems change approaches, iterative/adaptive approaches to the design and implementation of development programmes.

In both positions, as a CMI employee, you will primarily work for the U4 programme which has sustained core funding. Over time, CMI will also allow and encourage you to seek additional funding for activities that are thematically relevant for your expertise. You will take an active part in the institutional life at CMI and identify with our vision: **Addressing global development challenges to inform and inspire policy and practice.**

In short, we expect you to be:

- A self-starter, with the ability to complete tasks
- Creative and flexible
- User and solution-oriented
- Good communicator with good cooperation skills
- A team-worker who feels comfortable multitasking

We expect you to have:

- Several years of professional experience in development policy and/or practice relevant to the anti-corruption and governance field.
- Demonstrated experience in operationally relevant research, published work relevant to anti-corruption and/or innovation and adaptive programming in a development setting.
- A Master's degree is required, a PhD is an advantage, with strong methodological background.
- Good facilitation skills and an interest in engaging stakeholders through online training and in country workshops.
- Fluency in English, including excellent writing skills.
- Capability and willingness to travel to developing countries.

For both positions it is an advantage if you have:

- Event facilitation skills.
- Proficiency in Arabic, French or Spanish.
- Experience in project oversight and budget management.

We can offer:

- An exciting opportunity to combine knowledge generation with policy influence, and a strong and inspiring working relationship with nine bilateral donors committed to improving their impact on corruption.
- The opportunity to join Scandinavia's leading multidisciplinary development research institute and work directly with development actors globally.
- A positive work-life balance and great outdoors opportunities around Bergen.

Application deadline: 30.01.2019

Kindly include the following in your application:

- A cover letter of maximum 2 pages, explaining how your experience matches the listed expectations for the position. **Please clearly state whether you are applying for position 1 or position 2.** In the cover letter you may argue why you can compensate for limited competence in one or more areas by a stronger record in other areas.
- CV and publications list.
- Names and contact details of three references.
- Dates when you are available to start.

We only accept applications via **www.jobbnorge.no** (Job ID 161838 and 161859). Interviews will take place in February, and positions are available from March 2019.

Questions can be directed by email to arne.strand@cmi.no.

Read more about us on www.U4.no and www.cmi.no.