



JOB TITLE | Field Analyst

JOB REFERENCE | JD-FA-SOM-2019

LOCATION | The role will be Nairobi based with regular travel to Somalia and throughout East Africa.

REPORTING TO | Head of Somalia Operations

KEY RELATIONSHIPS | Field Teams, Tracing Unit, Analytics Unit, Technical Support Unit.

SALARY | Starting at £50,000, or local currency equivalent, matching experience.

CONFLICT ARMAMENT RESEARCH | CAR is the world's only organisation dedicated to tracking the illicit supply of weapons into countries affected by armed conflict and terrorism. CAR works to help expose illicit supply lines and inform counter-proliferation efforts globally.

CAR staff work in more than twenty-five countries across Africa, Asia, Europe, and the Middle East, in partnership with national authorities, to conduct field investigations and enhanced investigative capacities, with an emphasis on in-person evidence-collection, thereby generating data not available through other means.

CAR's investigations provide policymakers with dynamic and quantifiable data on the modalities and facilitators of illicit weapon transfers. The aim of this work is to help policy makers develop more effective, evidence-based arms control policy. In this way, CAR works to mitigate the supply of conventional and improvised weapons to unauthorised users from the point of manufacture to their final end use.

Since 2014, CAR has worked jointly with the Federal Government of Somalia (FGS) — notably the Office of the National Security Adviser (ONSA) to the President — on a range of technical, weapon-specific activities. Through the ONSA, CAR has trained and embedded with the Somali National Army (SNA), National Intelligence and Security Agency (NISA), and the Somali Police Force (SPF).

OUR WORK | In accordance with UN Security Council resolutions 2444 (2018), the FGS established a Joint Verification Team (JVT) to conduct routine inspections of government security forces' stockpiles, inventory records, and the supply chain of weapons for the purposes of mitigating the diversion of arms and ammunition to external entities.

Under the overall authority of the FGS Arms and Ammunition Management Steering Committee, CAR works jointly with the FGS on the JVT. In addition, CAR provides capacity support and advice to FGS security forces on the full life-cycle of (Weapons and Ammunition Management - WAM).

The JVT's key activities are:

1. Verification

The JVT seeks to conduct spot-checks of imported weapons and ammunition that have been deployed to Somali armed forces. In so doing, the Team verifies weapons and ammunition in service with various end-users (e.g. SNA units).

2. Distribution of record keeping templates

To enhance the SPF/SNA's record keeping for issued weapons and ammunition, the JVT distributes logbooks to each storage facility at the regional, sector, and unit levels.

3. Processing of captured weapons

CAR embeds with local defence and security forces. Whenever these forces secure weapons or evidence-collection sites, CAR's teams, in collaboration with local forces, document, record and trace weapons and ammunition.

4. Training

CAR aims to develop the capacity of the FGS forces by extending training courses that equip security personnel with the skills for proper weapon and ammunition management.

Moreover, CAR seeks to assist the FGS in its establishment of dedicated Weapon Tracing Teams (WTTs) across all its security forces. CAR trains the WTTs on the identification, documentation, and tracing of captured weapons.

RESPONSIBILITIES | In support of CAR's Somalia Programme, the Field Analyst will be deployed on field missions to:

- Work with the Head of Somalia Operations to oversee the joint-verification of weapons and ammunition process with the FGS.
- Work with the Head of Regional Operations and the Technical Support Unit to design and deliver bespoke training and technical support to CAR's national counterparts.
- Work with the Head of Somalia Operations to document captured weapons.
- Manage local staff.
- Coordinate and assist capacity-building trainings.
- Establish and maintain relationships with key interlocutors, including FGS officials.
- Support donor reporting activities and report field activity in staff meetings;
- Represent CAR at relevant meetings and conferences.
- Conduct 10-12 field missions per year.
- Support on-the-ground logistics, including access, transport, accommodation and personnel.
- Present findings to various stakeholders, including donors.
- Coordinate outputs for each field mission, including publications.
- Support CAR's Tracing Unit on documented weapons and ammunition.

- Support team Heads in the drafting of confidential and non-confidential publications.

PERSONAL SPECIFICATION |

Experience:

- Minimum of 3 years' conducting field work in developing countries and hostile environments in a related field, e.g. security, political economy, good governance, rule of law, etc. Specific experience in Somalia or East Africa is an advantage, but not necessary.
- Experience in implementing internationally-funded programmes and research strategies in Somalia specifically and in conflict-affected states generally.
- Experience in report writing, monitoring and evaluation of projects.
- Experience in managing, guiding and motivating national staff members and consultants.
- Proven ability to collaborate well and to deliver work in a timely manner.
- Establishing working relationships with security and political authorities at local, national, and regional levels.
- Presenting, facilitating, training, and capacity building would be an advantage.
- Working with team members in difficult and physically strenuous circumstances.

Knowledge:

- Specialist weapon knowledge and/or strong interest in weapon identification, including technical capacity to identify various makes of weapons and ammunition is a distinct advantage.
- Post-graduate degree in international relations, conflict/peace studies, investigative journalism, or a similar discipline or equivalent professional experience.
- Understanding of regional and international disarmament mechanisms, peace and security systems, as well as familiarity with UN Peacekeeping Missions, arms embargoes, regional organisations, and civil society organisations.
- Knowledge in the fields of conflict drivers, stabilisation, DDR, and terrorism/extremism would be an advantage.

Skills:

- Rigorous analytical skills, a keen eye for detail, experience in exhaustive research, and a proven ability to write papers, briefings, and reports.
- Fluency in written and spoken English is essential, whilst additional UN languages are a distinct advantage, especially Arabic, Somali, or French.
- IT competency in standard Microsoft Office applications and experience in maintaining databases is an advantage.

Other:

Job Description | Field Analyst - Somalia

- Willingness to travel to hostile environments, typically for 1-3 weeks at a time regularly throughout the year, often at short notice.
- Can be trusted to work remotely without constant direct oversight.
- The ability to show initiative and solve complex (often sensitive) problems, in high intensity, potentially hostile, environments.

EMPLOYMENT TERMS |

Probation: Three months.

Duration: Permanent fulltime.

Location: Nairobi, Kenya with monthly travel throughout Somalia, including Puntland and Somaliland as well as across the Horn of Africa.

Holidays: 30 days per year (Jan to Dec) in addition to all statutory holidays in Kenya.

Hours: The standard working week is 40 hours, but on some occasions, particularly whilst in the field, staff will be required to work longer days and through weekends.

APPLICATION PROCESS |

To apply: Please email your CV and a cover letter detailing how you meet the above criteria to recruitment@conflictarm.com, please include in the subject line the job reference number: JD-FA-SOM-2019.

Deadline: 23:59 (GMT+1) on 30th April 2019

Starting date: (from) 1st June 2019