



JOB TITLE | Senior Investigator

JOB REFERENCE | JD_EIUSI_CAR_2022

LOCATION | Remote-based

REPORTING TO | Head of Enhanced Investigations

KEY RELATIONSHIPS | Regional field investigation teams; Tracing Unit; Analysis Unit; Special Projects Unit

SALARY | Starting at £70,000, or local currency equivalent, depending on experience

POSITION SUMMARY | To conduct investigations into human, financial, and logistical networks behind the illicit transfers of weapons and closely related conflict resources.

This is a crucial role within CAR's Enhanced Investigations Unit (EIU) and requires someone with investigative experience, political awareness, and discretion, who is looking to do work that is important, meaningful, and impactful.

CONFLICT ARMAMENT RESEARCH | CAR is the world's only organisation dedicated to tracking the supply of weapons into conflict-affected areas. CAR works to help expose the illicit supply of conventional and improvised weapons, ammunition, explosives, precursor chemicals, components, technologies, and weapon expertise into armed conflicts.

CAR staff work in more than thirty countries across Africa, Asia, Europe, and the Middle East. CAR partners with governments and international, regional & non-governmental organisations to conduct field investigations and to build investigative capacities, with an emphasis on in-person evidence-gathering and on generating information not available through open sources.

CAR's investigations provide policymakers with dynamic and quantifiable information to understand the modalities and facilitators of weapon transfers, and thereby to develop effective, evidence-based arms control policy. CAR is committed to working towards understanding the landscape of illicit weapon flows and to mitigating the supply of conventional and improvised weapons to unauthorised users.

Established in 2019, the EIU works with CAR's field investigation, technical, and analytical teams to investigate human, financial, and logistical networks behind illicit transfers of weapons, and related materiel and technologies.

The EIU's staff comprises experienced investigators with skills and experience in corporate, trade, financial and social investigations, as well as OSINT and data-based investigative techniques. Its staff deploy globally, sometimes independently and sometimes alongside field investigation teams.

PURPOSE | Reporting to the Head of Enhanced Investigations, the Senior Investigator will work with other colleagues to conduct long-range investigations into the facilitation, logistics, and financing of:

- illicit weapon transfers;
- the procurement and development of non-conventional weapons; and
- related conflict resources and expertise.

The postholder will help design investigative strategies and will develop and pursue leads independently.

Prior experience of conducting field investigations relating to weapons, conflict resources, armed groups, or terrorism is essential. Specialist knowledge in weapons is valued but not essential. The post-holder will be field-deployable, sometimes at short notice, including to some austere and potentially hostile environments.

The post will collaborate closely with CAR's regional field teams and in-house units responsible for weapon analysis and tracing. Investigative products generated by the EIU will support the investigative activities of regional teams and form the basis of external publications.

RESPONSIBILITIES | As a member of the EIU, the successful candidate will:

- Work with the Head of Enhanced Investigations to design and implement investigative strategies to establish human, financial, and logistical networks involved in illicit weapon transfers, in response to requests/leads from regional field teams.
- Contribute to at least one additional, complex long-range investigation per year, in collaboration with the Head of Enhanced Investigations.
- Conduct investigative research, including: identifying and meeting with sources; identifying, obtaining and exploiting relevant public and non-public records; managing evidence; writing up findings; managing source protection; and ensuring compliance with relevant laws and regulations.
- Liaise with regional field teams, the Tracing Unit, and the Analysis Unit to conduct investigations while protecting CAR's field operations and access.
- Write internal and public-facing briefings and reports to communicate investigative findings to internal and external stakeholders.
- Comply with evidence management standards, including the management of interview records, physical items, documents, and digital evidence items.
- Contribute to the development of investigative standards, procedures, and SOPs in collaboration with the Head of Enhanced Investigations and heads of other units.
- Support fundraising for CAR investigative projects in collaboration with the Head of Enhanced Investigations and Directors.

PERSONAL SPECIFICATION |

To be considered for this role it is essential to demonstrate:

- At least 7 years' experience of conducting research or investigations relating to weapons, conflict resources, armed groups, or terrorism.
- Experience in developing and implementing investigative research strategies in at least one of the following areas: illicit finance, conflict resources, armed groups, or terrorist networks.
- Ability to identify and obtain non-public information, documentation, and evidence in a lawful manner.
- Experience in researching corporate, financial, and human networks.
- Experience in identifying and cultivating human sources.
- Experience in interviewing sources and witnesses and managing such data and relationships.
- Experience in generating and pursuing investigative leads using two or more of the following sources: public records, social media, trade records, or transport/logistics records.
- Ability to communicate complex investigative findings through written reports, data visualisations, and oral presentations.
- Experience in working in austere and/or hostile environments.
- Ability to handle confidential and sensitive information.
- Willingness to travel overseas, including to hostile environments, typically for 3-14 days at a time regularly throughout the year, often at short notice.
- Fluency in written and spoken English.

It is strongly desirable to demonstrate:

- Ability to write, read, speak, and work confidently in one of the following languages: Arabic, Chinese, French, or Russian.
- Experience in researching commodity supply chains or logistics.
- Experience in identifying, building, and interrogating large datasets.
- Familiarity with techniques of digital forensics/verifying digital evidence.
- Experience complying with libel/defamation law, privacy law, and other relevant regulatory regimes in North America, the European Union, or the Middle East.
- Experience of managing the protection of sensitive or vulnerable sources, including through information security strategies.

EMPLOYMENT TERMS |

Probation: Three months

Duration: Full time permanent

Location: Candidates must provide proof of legal working status in their country of residence.

Holidays: 30 days per year (Jan to Dec) in addition to statutory holidays in your country of residence.

Hours: The standard working week is 40 hours, but staff may be expected to work longer days and through weekends on some occasions, particularly when working away from their home base.

EQUALITY, DIVERSITY, AND INCLUSIVITY |

Our goal is to be a diverse workforce that is representative, at all job levels. We are undergoing a process of change to ensure we as an organisation are committed to creating an environment of mutual respect; one where equal employment opportunities are available to applicants and teammates of all backgrounds and protected characteristics.

At Conflict Armament Research we believe that diversity and inclusion is critical to our success as a global organisation. As such, we aim to recruit, develop, and retain the most talented people from a diverse candidate pool.

APPLICATION PROCESS |

To apply: Please email your CV and a cover letter, citing the Reference number in the subject line, which (1) details how you meet the person specification above, (2) gives a brief example (maximum 400 words) of an investigation or piece of investigative research you have undertaken, its progress and its findings.

Email to: recruitment@conflictarm.com

Deadline: 23:59 GMT on 23rd January 2022

Interviews: February and March 2022

Starting date: From as early as March 2022