

Professional and personal requirements

<i>Requirement</i>	<i>Essential</i>	<i>Desirable</i>
Academic Background		
1. Masters or Ph.D. in a relevant social science discipline	X	
2. Comfort and familiarity with using social scientific qualitative and quantitative research methods.	X	
Professional Background		
3. At least 4+ years work experience in a professional setting covering issues related to ECDPM's international cooperation mandate.	X	
4. Good knowledge (as evidenced by direct working experience or publications) in at least one of the following issues: (i) European foreign policy (ii) European development policy (iii) the Sahel region of Africa.	X	
5. Good knowledge of at least two of the following areas: (iv) bilateral development policy of one or more EU member-states (v) political economy analysis (vi) advanced international policy analysis (vii) development economics (viii) international political economy of Africa (ix) culture in development / international cooperation (x) economic diplomacy (xi) Agenda 2030 and global development policy (xii) cooperation with middle income countries (xiii) least developed countries (LDCs) (xiv) European Neighbourhood Policy and North Africa.	X	
Core Competencies		
6. Ability to develop her/his own perspective on the European Union's (EU institutions and member-states) development aid and foreign policy using policy analysis skills.	X	

7. Good writing, editing, analytical and synthesis skills, including the ability to structure arguments and present options to policy makers and non-specialist policy audiences. Evidence of published material in English.	X	
8. Practical mind and excellent interpersonal and communication skills in a multi-cultural environment (including flair and enthusiasm) and willingness and interest to work as part of a team.	X	
9. Some exposure to policy processes and/or institutional development activities (rather than only academic or implementation activities).		X
10. Good understanding of gender and how gender mainstreaming can be brought to policy oriented research.		X
11. Experience as a team member in research or policy projects including managing small parts of the project (e.g. timelines, deliverables, budgets).		X
12. A familiarity with utilising social media in a professional context and with communication tools more widely.		X
Languages		
13. Complete fluency in English is required, fluency in French would be a distinct asset, as would one other additional European language.	X	
14. Experience living and/or working in Africa would be a distinct asset		X