

<b>Requirement</b>	<b>Essential</b>	<b>Desirable</b>
<b>Academic Background</b>		
1. Masters or Ph.D. in a relevant discipline in the social sciences	X	
<b>Professional Background</b>		
2. At least 10+ years work experience in a professional setting covering issues broadly related to ECDPM's international cooperation mandate	X	
3. Solid and demonstrated expert knowledge and network in at least two of the following issues: (i) The EU's development policy and practice (ii) European foreign policy (iii) Europe-Africa relations (iv) the political economy of Africa or a particular region of Africa (v) global development policy, related to the 2030 Agenda (vi) applied political economy analysis	X	
4. Experience with the practice of programming, implementing or evaluating international cooperation		X
<b>Core Competencies</b>		
5. An excellent, in-depth and critical perspective on the European Union's (EU institutions and member-states) development cooperation and foreign policy and the ability to shape relevant research and analysis, and broker dialogue and knowledge including in collaboration with colleagues	X	
6. Extensive and proven writing, editing, analytical and synthesis skills, including the ability to structure arguments and present options to policy makers and non-specialist policy audiences in a non-partisan way. Clear evidence of significant and relevant policy-oriented publications in English or French.	X	
7. Practical mind and excellent interpersonal and communication skills in a multi-cultural environment (including flair, enthusiasm and modesty) and willingness and interest to work in and motivate a team	X	

8. Proven fundraising skills as demonstrated by success in securing funding for policy oriented activities in the international cooperation realm	X	
9. Proven senior applied research skills related to at least two of the following: 1) strategic policy development, 2) translation of policy to practice 3) evaluation 4) political economy analysis	X	
10. Proven experience managing different donor funded research or policy projects (timelines, deliverables, budgets, quality control, people) including delivery of quality work to demanding stakeholders	X	
11. Experience of representational duties and presenting your own original analysis at a high level		X
12. Good understanding of gender issues and how policy oriented research on gender issues		X
13. A familiarity with social media in a professional context and with communication tools in general		X
<b>Languages and Experiences</b>		
14. Complete fluency in English is required (writing to a publishable standard and ability to explain complex policy ideas and broker and facilitate dialogue in English), fluency in French would be an asset, and/or one other additional European language.	X	
15. Experience living or working in Africa or another developing/transition context		X