

# Practical **ACTION**

**Job profile**

## MARKET SYSTEMS ADVISOR



# Practical Action

# ABOUT US

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We are an international development organisation putting ingenious ideas to work so people in poverty can change their world.

We help people find solutions to some of the world's toughest problems. Challenges made worse by catastrophic climate change and persistent gender inequality. We work with communities to develop ingenious, lasting and locally owned solutions for agriculture, water and waste management, climate resilience and clean energy. And we share what works with others, so answers that start small can grow big.

We're a global change-making group, working with communities who are vulnerable to poverty and climate change to support them to change their world. Together we develop innovative, community powered and locally owned solutions that achieve transformative change in lives and livelihoods. And we work with a range of partners, including governments, business and international organisations to ensure improvements are sustained and scaled and to change the systems that keep people poor and vulnerable.

We were founded in 1969 by radical economist EF Schumacher who challenged the development thinking of the time. He believed in solutions suited to context, equipping people with the skills and knowledge to change their situation, economic systems that work for all and living within the planets means. This ethos continues to fuel all our work. Schumacher was the author of 'Small is Beautiful: A study of economics as if people mattered'. In our work we start 'small', ensuring we understand what is already working but we aim big focussing on what will deliver the systems change required.

We have over 50 years of experience working across Africa, Asia and Latin America. Our group consists of a UK registered charity with experienced country teams, an expert consulting service and an independent development publishing company. We combine these specialisms to multiply our impact and help shape a world that works better for everyone.

## OUR AIMS

We work across four thematic areas. Much of our most impactful work combines our expertise across issues to solve complex and interconnected problems such as supporting smallholder farmers with renewable energy to increase yields and open up bigger opportunities for the wider economy.

**Harnessing energy that transforms** for the one billion people without electricity, and the three billion people without clean cooking solutions. We're bringing together rural communities, displaced people, energy providers and decision makers to put clean energy to work. By 2025, our workpartners will have led to affordable, low-carbon energy access and cleaner cooking for two million people in 'last mile' communities and 18 million people through wider systems change.

**Building resilience that protects** for vulnerable people whose lives and livelihoods are threatened by climate-related and natural hazards. We're working with people threatened by natural and climate related hazards, reducing vulnerability and minimizing the impact on their lives and livelihoods. By 2025, Our work with partners will have enhanced risk knowledge systems so that four million people living in hazard-prone, climate-vulnerable communities are better protected.

**Making cities fit for people** for the millions of people living in urban slums and settlements without proper sanitation, clean water and waste services. Our work with communities is making cities in poorer countries cleaner, healthier, fairer places for people to live and work, with clean water for drinking and sewage safely contained, collected and processed. By 2025, our work with partners will have led to improved water, sanitation and waste management services for one million people living in slum communities and a further 2.4 million people through wider systems change.

**Cultivating farming that works** for smallholder farmers struggling to make a sufficient income and adapt to the negative effects of climate change. We're teaming up with smallholder farmers, many of whom are women, so they can adapt to climate change and achieve a good standard of living. By 2025, our work with partners will have improved food security and incomes for two million people in rural communities and a further one million people through wider systems change.

## Practical Action

# ABOUT THE ROLE

### Scope

<b>Title</b>	Market Systems Advisor
<b>Directorate</b>	Influence and Impact (UK)
<b>Reporting to</b>	Head of Impact and Learning (UK)
<b>Direct reports</b>	None
<b>Groups</b>	Markets Community of Practice, Agriculture Change Ambition Hub, other Change Ambition Hubs as requested
<b>Relationships</b>	Regional and Country Office senior teams, MEL, Change Ambition and business development staff. UK Teams, particularly International Operations, Fundraising, Participatory Market System Development (PMSD) champions / trainers, Practical Action Consulting (PAC) Agriculture and Markets Lead
<b>Financial scope</b>	None
<b>Location</b>	Rugby, Warwickshire: Bangladesh, Kenya, Nepal, Peru, and Zimbabwe The successful applicant must have the pre-existing right to both live and work in the country for which they are applying
<b>Duration</b>	Permanent or time-bound based on the host office legal framework
<b>Grade</b>	Grade and Salary will be in accordance with the country in which the role is recruited
<b>Travel</b>	Expected approximately 4-6 weeks per annum

## **Job Purpose**

The Market Systems Advisor will report to Practical Action's global Head of Impact and Learning, with matrix management by the Head of Agriculture, and will be responsible for leading the organisation's work in the use of participatory market systems development (PMSD). This is core to ensuring we achieve our agricultural change ambition as defined in the organisation's strategy. The postholder will primarily be responsible for building capacity among regional and country office staff, leading on learning and improving our practices. This will lead to the development of market systems that are inclusive and environmentally sustainable. The role may also include strengthening the organisation's approaches to small business development and access to finance.

## **Accountabilities**

- To provide leadership and technical advice to strengthen our use of market systems development across the organisation. This includes developing and updating relevant tools and guidance, and facilitating learning by providing training for teams across our regional and country offices (RCOs), supporting peer-learning and sharing insights from the work of others.
- To lead a 'Markets Community of Practice' designed to build capability across the organisation, facilitate networking and embed learning.
- To support country teams to develop new programme propositions and proposals based on market systems development.
- To provide technical input, mentoring and support to RCOs in implementing good practice in market systems development by coordinating and managing processes, such as market system analysis, engagement with market actors and facilitation.
- Providing technical advice and guidance to RCOs, as required, for selected projects that support high quality market facilitation.
- To strengthen programmatic private sector partnerships in a number of ways: by working with RCOs to proactively identify and develop new partnerships as part of market systems development; by developing the skills and confidence of colleagues to engage with national and international companies relevant to the value chains they are working in; by mentoring country staff in a process of engagement with a company; and by collating and disseminating learning from our engagement with companies, using this to influence our internal policy and practice.
- To lead reviews and gather evidence from across the organisation on the effectiveness of our market systems facilitation approach, including but not limited to how gender and inclusion are integrated. Utilising this insight to promote our work externally and to improve our tools and approaches internally.
- To actively promote learning from Practical Action's participatory market systems development work internally and externally across networks and the market systems development field, applying learning from other organisations to facilitate collaborations that support Practical Action to take market systems development programming to scale.
- To keep abreast of market trends/changes and risks, including climate change, associated risks, trends in engagement of the global private sector in agricultural market systems (especially those associated with the use of regenerative agriculture and engaging smallholder farmers), and trends in the use of market system tools and approaches by other leading NGOs in agriculture and beyond.
- To strengthen programmatic approaches for small business development and access to finance.
- This document sets out the key responsibilities of the role, but is not an exhaustive list of tasks and duties. We are on a journey to ensure excellence in our use of participatory market systems tools and approaches in Agriculture and beyond that in our other areas of work (water and waste management, climate resilience and access to clean energy). The needs of the role may flex within reason as we continue this journey.

## Person Profile

To be successful in the role, the ideal candidate will be able to demonstrate:

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**Experience & Knowledge** Significant professional experience in the field of international development, preferably gained in overseas contexts.

**Qualifications** A postgraduate degree, in a relevant field, or commensurate experience, e.g. assignment overseas, or post with a private-sector organisation that is relevant to this job.

**Essential** Strong understanding of market systems development, ideally with experience of participatory approaches, involving smallholder farmers and integrating gender in market development.

Practical experience of working on market systems development with a variety of actors: farmers, private sector, civil society and Government.

Practical experience of working on small business development and access to finance.

Several years' experience in engaging with private sector actors, and therefore a strong understanding of private sector ways of working and what is needed to work in partnership with businesses.

Excellent facilitation skills with the ability to listen, and to lead. Experienced in delivering training, in-person, remotely and through mentoring.

Empathy with Practical Action's vision, mission and values.

Ability to travel up to 6 weeks per year.

**Desirable** Excellent written and oral communications skills in English.

Understanding and experience of strategy development processes.

Knowledge of and experience in safety and security management.

Communication skills in French, Spanish, or Arabic.

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