Position Title: **Technical Adviser II - Markets**  
Department/Country: **HRD/ Baltimore or International Telework**  
Band: D  
FLSA: Exempt  
Reports To: Technical Advisor for Food Security and Livelihoods  
Req. No.: 1772

**Background**

Recent years have witnessed a significant shift in donor and agency responses to food security and other crises. Increased donor flexibility and awareness of the role of markets in emergencies has led to a wider range of response options to meet needs, with a greater emphasis on cash-based responses and local and regional procurement (LRP). Catholic Relief Services (CRS) made a major shift in its approach to livelihood recovery following emergencies in 2000, with the development of the Seed Vouchers and Fairs (SV&F) approach. Since then, CRS has widely used market-based approaches to meet a range of emergency and recovery needs, including food, shelter materials, rent, NFI, clothes, seeds, livestock, and other livelihoods inputs. In 2012, Markets-based Rapid Response and Recovery was identified as a Strategic Investment Priority in the new agency-wide strategy.

A strong understanding of market dynamics is critical towards ensuring that programs will avoid or mitigate negative market impacts, such as undermining local markets’ capacity to respond to demand or reducing local production incentives through lowered prices. Furthermore, assistance can be structured so that it strengthens the ability of the private sector to contribute to long-term food security.   
CRS is interested in strengthening its in-house expertise in market assessment and in the design of market sensitive humanitarian responses. The below position will be part of a three-person Food Security and Markets Team, under the Humanitarian Response Department (HRD). The team will be responsible for developing guidance and delivering training on market assessment, response analysis, design and implementation of market-based projects, market monitoring, and adherence to standards; conducting market baselines in disaster-prone countries; and supporting the development and implementation of markets-based programs.

**Key Responsibilities:**   
1. Provide technical assistance to CRS CP in the development and implementation of food security and market-based interventions.   
2. Conduct market assessments to determine the appropriate form of humanitarian assistance, including in-kind distributions, cash, vouchers and market chain interventions.   
3. Conduct baseline market profiles in key disaster-prone countries; identify possible market-support activities to strengthen the market’s capacity to meet local demand.   
4. Provide support to other members of the Humanitarian Response Department to consider and use market-based approaches across sectors (NFI distributions, WASH, shelter, protection, and disaster risk reduction).   
5. Support the development of materials and guidance for market assessment and market-based programming in emergencies.   
6. Incorporate gender and protection into market tools and guidance; contribute to financial and operational guidance for market-based programming.   
7. Provide trainings to CRS Country Program and Regional Staff on market assessment, response analysis, and the design and implementation of markets-based programs.   
8. Roll-out the SEEP Minimum Economic Recovery Standards to country programs and partners.   
9. Oversee and ensure the successful implementation of food security and market-based emergency programs, in adherence with international accountability standards such as the Sphere handbook, the SEEP Minimum Economic Recovery Standards (MERS), and the CaLP Minimum Requirements for Market Analysis in Emergencies.   
10. Lead and participate in multi-agency Emergency Market Mapping and Analysis (EMMA) assessments.   
11. Participate in CaLP discussions and advisory groups.   
12. Identify, document and share best practices and lessons learned from markets-based interventions with regions and community of practice; develop and contribute to agency knowledge databases and technical libraries   
13. Publish articles and/or case studies on emergency food security issues or programs, independently or in collaboration with research organizations.   
14. As necessary provide support in other response functions such as security, staffing, logistics, finance, IT/communications and administration.   
15. As necessary, lead or assist with set up and/or management of emergency field offices, teams, and relief operations, including ensuring supply chains are capable of meeting program needs.   
16. Participate in other HRD activities as necessary.

**Emergency Competencies:**  
Each CRS staff member working in emergencies is expected to use the following competencies to fulfill his or her responsibilities and to achieve the desired results.  
• Communicates strategically under pressure  
• Manages stress and complexity  
• Actively promotes safety and security  
• Manages and implements high-quality emergency programs

**Key Working Relationships:**

Internal: Humanitarian Response Department (HRD), Country Representatives, Regional Representatives, Regional Technical Advisors (RTAs) for Emergencies, S/RTA for Agriculture, Program & Management Quality staff, and Human Resources   
External: The Cash Learning Partnership (CaLP), Caritas Internationalis, Emergency PVO Community, UN agencies, Global Food Security (gFSC) Cluster, Donor agencies, research organizations, partners, and people affected by disasters

**Qualifications:**   
1. Masters’ Degree or equivalent experience in agricultural economics, international development or related field.   
2. Minimum 5-7 years’ experience in markets and/or cash-based programming. Experience in emergency environments strongly preferred  
3. Experience with market assessment, including the Emergency Market Mapping and Analysis (EMMA) Toolkit, Rapid Assessment for Markets (RAM), and response analysis frameworks.   
4. Knowledge of the Sphere handbook and the SEEP Minimum Economic Recovery Standards.  
5. Strong proposal development and writing skills preferred.   
6. Experience working with and through local partner organizations.   
7. Basic knowledge of design requirements and regulations of major donors including the United States Government, Caritas, the EU, and UN agencies.   
8. Experience with and enthusiasm for coaching, mentoring and on the job training, capacity strengthening and partnership building.   
9. Familiarity with humanitarian codes, principles and practice.   
10. Excellent oral and written communication skills.   
11. Ability to maintain performance expectations and strong working relationships in diverse cultural contexts, psychologically & physically stressful environments.  
12. Strong cross cultural skills and experience working with national staff in overseas offices   
13. Knowledge of French, Spanish, Arabic, Portuguese or other languages is desirable.

**Physical Requirement**: Travel is expected be at least 50% for this position. Candidates should have capacity to live and work in difficult and stressful environments, and serve wherever agency needs dictate.

Disclaimer Clause: This job description is not an exhaustive list of the skills, effort, duties, and responsibilities associated with the position.

Applicants for positions based in the US must be authorized to work in the U.S. at the time of application.  
EOE/M/F/D/V