

Consultant Research Assistant Kenya

Disruptive Seeds stream – CGIAR Initiative on Climate Resilience (ClimBeR)

About ClimBeR

The CGIAR Initiative on Climate Resilience, also known as ClimBeR, aims to transform the climate adaptation capacity of food and agricultural systems in low- and middle-income countries. Its goal is to tackle vulnerability to climate change at its roots and support countries as they adapt and build equitable and sustainable futures.

About Conexión

Conexión is a Latin American NGO, with local offices in Bolivia, Colombia and Guatemala. Through our programs we seek to reduce inequalities in the region, generating better life opportunities for vulnerable people and communities. We work alongside young people, women, indigenous populations, Afro-descendants and vulnerable communities.

About Disruptive Seeds

As part of the ClimBeR Initiative, the Disruptive Seeds stream focuses on bottom-up transformative change, collaborating with promising but currently small-scale initiatives that potentially contribute to transforming food systems through challenging the unsustainable status quo. The global environmental challenges we currently face—environmental degradation, loss of biodiversity, growing inequality and climate change in particular—call for significant and radical systemic change, i.e., sustainability transformations. Such transformations inevitably entail a shift from current, unsustainable power structures to new, sustainable ones. We therefore use a new scenario approach that allows for envisioning sustainability transformations and explore the crucial role of power dynamics: the *Disruptive Seeds* approach.

The Disruptive Seeds approach is a novel, bottom-up method of transformative scenario development based on real-world initiatives. The approach explicitly explores power dynamics and shifts in transformations based on seed initiatives (Rutting et al. 2022).

Disruptive seeds are “*seeds of transformative change (i.e., niche initiatives or practices) that exist—at least in prototype form—and are currently marginal, but have the potential to grow in impact through actively challenging (disrupting) currently dominant but unsustainable, incumbent systems and associated actors.*” Through a facilitated participatory process, and inspired by their collective work, disruptive seeds create pathways of transformation for their countries’ food system to guide policies and investments that encourage a just and sustainable transition.

After learning from our successful and ongoing project in Guatemala (read about it [here](#)), we have now started working in Kenya, looking for transformative initiatives (seeds) that can contribute to transforming the Kenyan food system to a more just and sustainable one.

TERMS OF REFERENCE

Roles and responsibilities of the Research Assistant

- Support the identification of disruptive seeds in Kenya, as well as national and international organizations that can help identify seeds and use the transformation pathways to guide their planning and investments.
- Support the communication with Disruptive Seeds via email, virtual and face to face meetings
- Support the facilitation of foresight or future scenario workshops
- Prepare technical or workshop reports
- Support the writing and research for blogs, papers and other publications
- Participate in and co-lead meetings with partners, governmental and non-governmental organizations.
- Participate in team meetings to coordinate project activities
- Occasionally, depending on the location, support workshop logistics such as: coordination with workshop venues, organizing accommodation for participants.
- Occasional traveling might take place to support project activities in Kenya.

The project assistant will report to Dr. Lucas Rutting, the scenarios researcher who is leading the Disruptive Seeds work in Kenya.

Background and experience

We are looking for:

- A candidate with a master’s degree in political, social and/or environmental sciences.

- The candidate has experience supporting agriculture and/or food systems projects, preferably with experience in participatory scenario development to guide long term planning for climate change adaptation or mitigation.
- The candidate preferably has strong interest in political, ecological and social issues that influence the ability of most vulnerable groups in society to have access to sufficient safe and nutritious food, and that has knowledge of key stakeholders and organizations in Kenya dedicated to food systems transformation and climate change.
- Preferably, the candidate has a network that includes Indigenous activists, climate change activists and independent journalists reporting on environmental justice issues.
- The candidate preferably has strong interest in and affinity with the arts, e.g., Afrofuturism literature, games and Kenyan contemporary culture.
- Written and spoken fluency in Swahili and English is necessary.

BENEFITS

Terms of employment

This is a 5-month full-time consultancy opportunity **from August to December 2024**, including a trial period of 1 month, and renewable based on extended needs and requirements. The position is based in Nairobi, Kenya, and will be contracted by the NGO Conexión. Travel and food expenses will be covered in case of work travels.

Applications

Please apply **by sending us a motivation letter** addressed to Lucas Rutting l.rutting@cgiar.org (outlining your interest and suitability for the consultancy, as well as your proposed **consultancy fees** for the period), **both in English**, and contact information of **three references** we can contact (name, organization and position, relationship to you, telephone number, and email). If you have any questions, please don't hesitate to send us an email.

Please note that only shortlisted candidates will be contacted.

Closing date for applications: **30 June 2024**

We invite you to learn more about us at:

<https://www.cgiar.org/initiative/climate-resilience/>

<https://www.cgiar.org/news-events/news/challenging-the-status-quo-how-bottom-up-disruptive-seeds-can-transform-guatemelas-food-systems/>
<https://www.conexionla.org/conexion/>