LIVELIHOODS CADRE

Livelihoods Advisers’ are specialists in facilitating sustainable pathways out of poverty for the poor, connected to transformational change in market, governance and climate systems. They use research and evidence to inform investments that facilitate transition and transformation, managing uncertainty today for a profoundly different future.

The livelihoods perspective - analysing what people do to make a living and prosper – combined with a contemporary approach to supporting change and managing risks and future uncertainty, ensures that development interventions maintain a clear line of sight to the lives of poor people and deliver results that matter to them.

Livelihoods Advisers work to deliver inclusive economic prosperity through environmentally sustainable and healthy food systems and markets; supporting commercial agriculture; transforming rural-urban economies through innovation; influencing politics and governance of natural resource management and tackling malnutrition. They have a key role in building resilience and managing risks to shocks and stresses – climatic, economic, health, nutrition, conflict; including the impact of modern slavery and migration; in a range of protracted crises and more stable contexts - enabling the extreme poor to take steps towards prosperity so no one is left behind.

Livelihoods Advisers are also specialists in food systems, promoting a dynamic and sustainable agri-food sector that is fit for the future, promotes responsible investment, creates markets and jobs, including for the poor, and delivers food and nutrition security (SDG2).

They offer analysis and a market systems perspective of the political, governance and natural resource-based context in which we work. Livelihoods Advisers translate this into effective strategies and interventions, influencing policy, enabling environments, programming and research investments which are inclusive of the poor and in the context of a changing climate. Livelihoods Advisers work in collaboration with other HMG departments and international and national development partners. The Livelihoods cadre comprises approximately 65 Advisers working in DFID across the regions, in policy and research teams, and with international institutions.
Livelihoods Technical Competency Framework


How you will be assessed: APP=Application, OP=Oral Presentation, INT=Interview, WT=Written Test, SWW=Sample of Written Work.
Your evidence might look like: WBA=Work-based Application, WBT=Work-based Training inc 10% cadre contribution, SDS=Self-Directed Study, PR=Project Report, Q=Qualification, PP=Published or Peer-Reviewed Paper/dissertation, PDR=Professional Development Record or learning log

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<th>You are able to…</th>
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<th>How you will be assessed ….</th>
<th>Your evidence might look like…</th>
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<tr>
<td>Advisories</td>
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<td>Advisory Capabilities</td>
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<td>All Livelihoods advisers are required to be able to demonstrate the ability to apply the advisory capabilities outlined above into the Livelihoods technical competencies below</td>
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Primary Competency L1: Climate-Smart & Resilient Agriculture, Food Systems & Markets

1.1 An Advisor can identify and appraise, in relation to context:

1.1.1 The global and national architecture of agriculture and the food sector, the roles of key actors (public and private) and relationships spanning food security, health and nutrition, food safety, for research, development and policy influencing.

1.1.2 The history of agricultural development its contribution as a spreader of inclusive growth, the growth of food and livestock systems and agriculture markets and trade, the limitations and achievements of past approaches and interventions in different contexts, and the role of the agri-food sector in inclusive economic growth The current and future opportunities and challenges of agricultural and food system development, including harnessing outcomes from the latest evidence, research and technology, the implications for small and larger commercialising farmers and impact on global, regional and local food and nutrition security.

1.1.3 The gender and safeguarding dimensions of agriculture including: the barriers faced by women, their current and future contribution to the agri-food sector and opportunities to facilitate their empowerment within the sector; the safeguarding risks in the agri-food sector and approaches to address, for example, child labour and modern slavery.

1.1.4 Multiple and appropriate sources of evidence and data, their quality, ethics of use, etc, and the opportunity of digital innovation in relation to agriculture, food systems and markets.
1.1.5 The latest evidence and opportunities for research uptake for increasing productivity, sustainability, connectivity etc. in the agri-food sector, including for contemporary extension and business services for the sector.

1.1.6 The latest evidence in harnessing innovation and digital technology in agriculture for scaling access to markets for inclusive development, facilitating systemic access and reduced costs for the poor and transparent governance of digital systems.

1.1.7 The dynamics within and between agricultural sectors, food systems and markets, their evolving transformation, manifestation at both global levels (including the role of the food system (specifically food production) as a major driver of biodiversity loss and environmental degradation) and household livelihoods level, particularly for poor urban and rural households’ pathways out of poverty, and interconnectedness with other parts of the economy.

1.1.8 Evidence and practice around the risks and opportunities in relation to drivers of change in agriculture and food systems including: climate change, pressure on biodiversity and other natural resources, demographic change, changing employment and income earning opportunities, changing diets, change in livestock systems and the interface between human and animal health and global health risks, technological advancement, political change and instability, etc. in a range of contexts.

1.1.9 The latest evidence, science and know-how on what works in building resilience to climate change (anticipate, absorb, adapt) in agriculture and food systems in the context of pressures on environmental systems and changing climate.

1.1.10 Evidence, practice, constraints and opportunities in furthering inclusive and sustainable prosperity and growth through addressing priority cross-cutting issues, for example modern slavery, disability, gender inequality, exclusion and instability etc., within agriculture and food systems and markets.

1.1.11 International commitments and approaches to responsible investment, innovative financing mechanisms for commercialising agriculture, including value chain development, market systems approaches, facilitating sustainable financing through private sector investment; what works with public and private actors, the enabling environments and international architecture to facilitate this.

1.1.12 The political economy, governance of and power in agriculture and food systems and markets, the barriers to empowerment and inclusive development, the opportunities and approaches for influencing change.

1.1.13 In certain areas, such as livestock and pastoral systems, animal health in relation to human health, fisheries – depth in one of these may be offered in place of breadth, providing the adviser is able to apply the depth in a range of contexts, complexities and delivery channels.
### 1.2 Enabling advisors to:

1.2.1 Interpret, analyse, advise on and apply recent evidence to strategy, policy and programming investments, relevant to context and conscious of its possible limitations and likely impact.

1.2.2 Influence UK, international and partners’ strategic approaches to the development of agriculture, food systems and markets in relation to specific contexts, for inclusive growth, human health and environmentally sustainable outcomes.

1.2.3 Harness technology and innovation, including digital and the role of big data and precision agriculture, to drive climate smart and more sustainable food production.

1.2.3 Design, develop and learn from and adapt appropriate policies, programmes and plans in the agri-food sector, with value for money, building in flexibility and resilience to changing contexts, uncertainty and shocks.

1.2.4 Advise on, develop, maintain and manage high level partnerships, relationships and networks, internally in DFID, across other government departments and externally, for credible engagement and influence by DFID/UK.

1.2.5 Conduct evidence-based analysis of reviews and appraisals of investments, interventions, partnerships and institutions in the agri-food sector, advising on appropriate management of risks and opportunities, priority areas for intervention and instruments, interpreting the likely impact of these on, for example, jobs, livelihoods, food and nutrition security, particularly for the poor, to promote inclusive growth, environmental sustainability and stability as well as value for money.

### Primary Competency L2: Building Resilience and Managing Risks to Shocks and Stresses

2.1 An Advisor can analyse in relation to specific contexts:

2.1.1 The drivers of a range of shocks and stresses and their impact on people’s livelihoods and economies, as well as the nature of them in the context of uncertainty, geographies, endowments, politics, strategic policy change and global positioning.

2.1.2 Past and contemporary evidence-based approaches to responding to shocks and protracted crises, managing risk (insured and uninsured) and approaches to building resilience and reducing impact in anticipation of likely, repeat and simultaneous shocks.

2.1.3 Climate science and the risks and opportunities of climate change in relation to pathways and transitions out of risk - for the poor, vulnerable and their livelihoods; in the application of climate science for a resilient sustainable agri-food sector (anticipate, absorb, adapt); and in relation to competition for increasingly scare natural resources.

2.1.4 The political economy of access to natural resources and the connection to and impact on the risks and resilience of land-based livelihoods and investments.

2.1.5 The impact of conflict on livelihoods and economies; approaches and frameworks for building stability; and the contribution of the agri-food sector to reducing or exacerbating risk of conflict.
2.1.6 The dynamics between humanitarian and development approaches; contemporary practice in working within the nexus between them; what works in building resilience in fragile contexts including supporting the development and integration of opportunities for refugees and internally displaced populations.

2.1.7 Evidence-based measures and approaches for reducing vulnerability and increasing resilience, including: reducing the number of people exposed to climate risks and susceptible to poverty and disadvantage as global warming increases; social protection measures and approaches to strengthen graduation from extreme poverty; including through nutrition-sensitive and multi-sectoral nutrition approaches to addressing food and nutrition insecurity.

2.1.8 Evidence-based practice for reducing the vulnerability and risk of modern slavery and exploitation, particularly in the agrifood sector and in the changing context of rural areas and transitions to a more urbanised society, taking place in economies.

2.2 Enabling advisors to:

2.2.1 Conduct evidence-based analysis of the ways in which people’s livelihood patterns determine and are determined by their vulnerabilities and resilience to future shocks.

2.2.2 Integrate analysis into evidence-based strategies and interventions to reduce the chronic and acute vulnerability of the poor.

2.2.3 Use evidence-based approaches to build and strengthen the resilience of economies and people’s livelihoods to a range of shocks and systemic change - particularly in relation to climate change, the health of natural resource systems on which land-based economic activity is dependent, the resilience and health/nutrition-related aspects of changing agriculture (including livestock) systems and impact on human health/nutrition. Also, wider shocks such as economic, political, strategic policy shifts, etc.

2.2.4 Advise on, design, manage, evaluate and learn from a wide range of evidence-based policies and programmes responding to the opportunities and threats presented in specific country, regional and/or investment contexts.

2.2.5 Lead integrated programmes that promote equity and resilience, which benefit the poorest and most vulnerable, and maximise the impact of available resources.

Primary Competency L3: Supporting Transition, Transformation and Innovation

3.1 An Adviser can identify, describe and analyse:

3.1.1 Global poverty and international development poverty reduction efforts; the changing face and location of (extreme) poverty; multiple sources of data and evidence on poverty; the underlying drivers of poverty and poverty reduction; including inequality, gender dimensions and discrimination; the impact of poverty and vulnerability and the manifestation of these on different groups (e.g. people living with disability, men, women,
disadvantaged and marginalised) and populations; and priority challenges and opportunities for pathways out of poverty.

3.1.2 In depth, the capabilities, choices and strategies that make up the livelihoods of poor rural and urban people; strategies that facilitate sustained and resilient pathways out of poverty including their interaction with market processes and wider macro-economic change and their interaction with natural resources and environmental services.

3.1.3 The changing nature of the rural-urban interface and development; the transitions taking place in societies; the barriers to and drivers of transformation, including innovative technology; the opportunities in stable and more fragile contexts for building stability, and to manage the priorities of achieving food and nutrition security with poverty reduction whilst promoting long-term structural change.

3.1.4 Political economy opportunities and barriers and the policies and processes that support the delivery of inclusive and transparent change.

3.1.5 Rural-urban connectivity, the process of mobility, migration and urbanisation; the opportunities and challenges of regular migration and mobility - including the importance of remittance flows, addressing (risks of) modern slavery, facilitating aspirations of particular groups including women and girls, youth and people living with disability; evidence-based strategies to build better and safe access to services and markets, including for the poor.

3.1.6 The development and transformation of rural economies, including the opportunity from investment in new technology to help drive this, particularly for agriculture and food systems, and for inclusive rural and urban economic development.

3.1.7 Recent evidence, strategies and approaches that support farmers to become more commercialised (‘stepping-up’), support a move away from own-account agriculture (‘stepping-out’) and support and build the resilience of the most vulnerable and asset-poor (‘hanging in’).

3.1.8 Multiple sources of differentiated data and evidence of demographic changes taking place; their quality and limitations, ethics and appropriateness of sources; the dynamics, trends and trajectories, and the challenges and opportunities demographic transitions present.

3.1.9 Evidence and strategies for supporting the development of sustainable livelihoods, often involving land/natural resource-based economic activities, in the context of increasing uncertainty and change.

3.1.10 Past, present and evolving land tenure systems and markets; the challenges and opportunities in developing and implementing transparent, inclusive and sustainable land tenure systems which support inclusive economic development and investment.

3.1.11 Evidence-based strategies that support and maintain livelihoods in the context of irregular migration.

3.2 Enabling advisors to:
3.2.1 Ensure policy, programmes and investments are environmentally sustainable and responsible, taking a rapidly changing climate context and increasing demand on natural resources into account.

3.2.2 Influence and facilitate the incubation and safe, responsible, uptake of new technology to foster inclusion and opportunities in the transitions and transformation taking place.

3.2.3 Advise on, design, manage, evaluate and learn from development policy and programming to facilitate rural-urban transitions that support appropriate livelihood strategies, market opportunities, inclusive economic development; demographic transitions and sustained pathways out of poverty in fragile and protracted crises contexts as well as more stable.

3.2.4 Integrate evidence-based analysis into strategies and interventions that increase the resilience and decrease the vulnerability of poor people (and differentiated groups) to climate change, including through the sustainable use of environmental and natural resources that underpin prosperous livelihoods and maintain a healthy environment in which to live; through supporting people’s mobility and safe migration; and economic activity investment (particularly agri-food investment) that facilitates inclusive prosperity.

3.2.5 Analyse, advise on, design/deliver/MEL etc. appropriate market-based approaches, measures and interventions that keep formal and informal agriculture markets active, and facilitate appropriate development responses to land tenure disruption, shocks and in protracted crises.

**Primary Competency L4: Politics, Governance and Enabling Environment for Sustainable Natural Resource and Environmental Management and Markets**

4.1 An Adviser can explain appraise and analyse, in relation to specific contexts:

4.1.1 Past and contemporary institutional and governance aspects of natural resource management, including UK commitments to international agreements.

4.1.2 International systems, commitments and guidelines furthering transparency and responsible investment in natural resources, environmental systems, their governance, use and management.

4.1.3 In detail, the important natural resource governance and management concepts, approaches and evidence-based practice in the traditional and contemporary tenure and reform of land, forestry, livestock and pastoralism, fisheries, water resource use, etc. and in the context of a changing climate, increasing pressure on environmental resources and services, and for the inclusion of marginalised groups and populations (disability, ethnicity etc).

4.1.4 The health of specific natural resource systems, the impact of climate and environmental change on them, and subsequent impact on livelihoods, investment and economies.

4.1.5 The political economy of the governance, access to and use of natural resources, including the impact of power, vested interests, users and consumers in determining land and other natural resource tenure policy and outcomes.
4.1.6 The national, regional and global markets and investment in natural resources and the non-market benefits and risks.

4.1.7 The role and contribution of technology and innovation in developing more inclusive and transparent processes for natural resource governance and environmental management.

4.1.8 In certain areas such as land governance and markets, forestry governance and management, livestock and pastoral systems, fisheries – depth in one of these may be offered in place of breadth, providing the adviser is able to apply the depth in a range of contexts, complexities and delivery channels.

4.2 Enabling Advisers to

4.2.1 Analyse and implement evidence-based strategies for natural resources use and governance in stable contexts, and that contribute to reducing risk of conflict and/or build stability in fragile and conflict affected states.

4.2.2 Influence and lead evidence-based programming and policy development in the governance and sustainable use of natural resources to create sustainable and pro-poor economic growth.

4.2.3 Devise evidence-based strategies for including the voice of the poor and disadvantaged/marginalised groups and populations in transparent governance processes, including through using innovative technology.

4.2.4 Design, develop and learn from strategies for reforming natural resource tenure, environmental management systems, and their administration, using both traditional and contemporary approaches and innovative technology, facilitating policy and operational frameworks for responsible investment and inclusive prosperity.

**Primary Competency L5: Nutrition and Food Security**

5.1 Advisers can interpret, explain and appraise:

5.1.1 The global and national architecture of nutrition and roles of key actors (public and private) and relationships spanning food security, development and humanitarian.

5.1.2 The multi-dimensional causes and consequences of hunger and all forms of malnutrition (stunting, wasting, micronutrient deficiencies and overweight/obesity), the scale and trends in malnutrition and consequences for human and economic development, the social and cultural dimensions and the application of evidence-based livelihoods approaches to responding to these.

5.1.3 The evidence base for what works in nutrition-sensitive interventions, particularly through agriculture and food systems, and through multi-sectoral approaches to address and prevent malnutrition.

5.1.4 The key NFS sources of data, monitoring systems and indicator sets; interpret multiple sources of NFS data to assess the severity of contexts, potential causality and appropriate interventions.
5.1.6 Effective, evidence-based nutrition-sensitive (and some nutrition specific) interventions and policy that complement and are complemented by wider development initiatives, and in the context of wider health systems.

5.2 Enabling advisers to:

5.2.1 Use the latest evidence to advise on, develop and learn from appropriate and effective evidence-based nutrition-sensitive and some nutrition specific interventions and policy.

5.2.2 Design and commission evaluations of nutrition interventions and commission research into nutrition.

5.2.3 Integrate such approaches into complementary development initiatives and operate effectively and efficiently in the context of wider health systems, contributing to reducing the risk of death from malnutrition.

5.2.4 Engage with and influence partners in the NFS field, to improve country ownership and delivery capacity, keeping the importance of nutrition and its link to the delivery of the SDGs as a priority.

5.2.5 Lead the inclusion of nutrition as integral to building people’s resilience, including to climate change and other shocks including in FCAS and protracted crises contexts.

5.2.6 Deliberately and proactively integrate nutrition-sensitive approaches into the Livelihoods technical competency areas, particularly in agriculture, the transformation of food systems, through livelihoods in transition and in a range of contexts.

Primary Competency L6: Jobs and Incomes

6.1 Advisers can appraise and explain:

6.1.1 The barriers and opportunities for securing formal/informal employment and/or earning a living, outside own-account agriculture, in rural and peri-urban areas.

6.1.2 Evidence, data sources and approaches to facilitating and generating pro-poor employment/income earning opportunities.

6.1.3 The interdisciplinary nature of employment/income in relation to people’s mobility, migration, education, health/nutrition, pro-poor spending and investment.

6.1.4 The quality of (pro-poor) jobs and links to responsible investment commitments and stopping/preventing exploitation.

6.1.5 The particular barriers faced by women and girls due to cultural norms, care burdens, discrimination, etc.

6.1.6 The opportunity of climate change and natural resource pressures for generating new areas of employment; and building resilience to climate change/environmental pressure into employment and related investments.

6.1.7 The opportunities of new technology, including mobile technology, to expand reach and access to employment/income generation.
Enabling advisers to:

6.2.1 Advise on enabling environments for the poor to increase their assets, capability and self-reliance to access alternative/additional livelihoods and incomes in a range of contexts.

6.2.2 Contribute to, or lead, and learn from evidence-based policy development and programming to facilitate sustainable, responsible, pro-poor employment/income earning investment

6.2.3 Contribute to research, policy and programming that supports transition to increasingly urbanised societies, for example in relation to secondary town development, border towns, etc to facilitate employment/income generating market opportunities (in the agri-food sector)

6.2.4 Work to include the voice and opportunities for the poor, disadvantaged and marginalised (including people living with disabilities) in processes of employment/livelihoods transition

6.2.5 Integrate climate change and environmental sustainability opportunities and considerations into the above investments to strengthen household and societal resilience

6.2.6 Strengthen connection of the rural economy, including through digital and other new technology

Specialism Competencies

Specialism Competency S1: Women’s Economic Empowerment

1.1 Advisers can explain and analyse and appraise:

   1.1.1 The UK gender equality policy and legal commitments.
   1.1.2 The latest evidence and sources of data for gender analysis and WEE analysis.
   1.1.3 The evidence on the impacts of changing contexts on women and girls, including in relation to livelihoods and economic transitions, a transforming agri-food sector, the opportunity of new technology and climate change.
   1.1.4 The evidence on the impacts on women and girls in relation to the political economy, governance arrangements, and security and justice, in a range of contexts including in fragile and conflict affected states and protracted crises.
   1.1.5 Gendered vulnerability to modern slavery and exploitation.
   1.1.6 The role and contribution of women in: agriculture and food systems and non-traditional value chains and jobs, changing labour demands and practices, use and management of natural resources, nutrition and food security; and the opportunities and barriers faced.

1.2 Enabling advisers to:

   1.2.1 Advise on, develop, evaluate and learn from approaches to increasing women and girls sustained empowerment.
   1.2.2 Integrate gender issues, particularly of women and girls and additionally in the context of overlapping social identities, into a range of interventions and contexts, including
1.2.3 Integrating into policies, programmes and frameworks related to the livelihoods competencies.

1.2.3 Appraise and evaluate interventions and decisions to maximise benefits for women and girls.

**Competency S2: Graduation from Poverty and Social Protection**

2.1 Advisers can explain and analyse and appraise:

2.1.1 Contemporary approaches to social protection and a range of social protection policies and instruments and graduation models for effective targeting and delivery.

2.1.2 The use and interpretation of reliable data sources and management information systems for social protection.

2.1.3 The conditions and contexts in which social protection approaches work, the potential risks and opportunities of different SP approaches, impacts and benefits, particularly with regard to targeting the extreme poor and those at risk of falling back into poverty.

2.1.4 The impact of a changing context (climate change, conflict, natural resource shocks etc) on the changing need for SP interventions and flexible approaches for the use of SP alongside longer term development interventions, including the use of adaptive or shock response SP to expand and deal with stresses and shocks.

2.1.5 The use of mobile and innovative technology for spreading access to SP, to deliver cash transfers efficiently and securely, strengthening transparency and reducing the space for corruption and fraud.

2.2 Enabling advisers to:

2.2.1 Advise on, design, evaluate and learn from evidence-based SP policies, instruments and interventions and outcomes.

2.2.2 Support sustainable graduation out of poverty through linking SP interventions into broader development programming.
## Accreditation Criteria

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<td>Primary</td>
<td>4 at working level</td>
<td>5 at practitioner level</td>
<td>5 at expert level</td>
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<tr>
<td>Specialist</td>
<td>1 at working level</td>
<td>1 at practitioner level; 1 at working level</td>
<td>1 at practitioner level; 1 at working level</td>
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When applying for accreditation advisers must demonstrate four-five of the primary competences depending on grade and at the required level for the grade. They will also need to demonstrate one-two of the specialist competences. All DFID Livelihoods advisors are expected to develop their expertise to practitioner level in one of the specialist Livelihoods competencies throughout their career.

The assessment methodologies marked in this TCF, represent the full range of ways competencies may be assessed during accreditation. Clear guidance will be provided about which competency is being assessed and through which methodology, at each stage of the accreditation process.