

## Lead Researcher

### About the Company

Kimetrica is a social enterprise with a mission to increase the effectiveness of spending in the social sector. We help international organizations, governments and nonprofits to increase the impact and efficiency of their social investments, enhance accountability, manage critical risks, and build donor and taxpayer confidence.

Our services extend from major project evaluations to provision of early warning services, and monitoring the political, social and economic conditions in fragile states. Our analyses inform multi-million dollar policy and project design decisions, often in life-threatening humanitarian situations.

To have an impact, we need to convey technical findings and often highly nuanced messages to non-technical decision-makers.

### About the Position

Kimetrica is seeking an experienced Lead Researcher, probably with a background in economics or public health, to lead multidisciplinary evaluation, assessment and monitoring projects. You are likely to have been a Principal Investigator on medium to large-scale research projects and you are dedicated to very high quality research. You will enjoy the challenge of managing large teams on complicated projects with many moving parts. You will have a strong practical understanding of both quantitative and qualitative evaluation design and analysis techniques. Most of our work is among conflict-affected communities or in areas with weak infrastructure, and frequent obstacles requiring versatility, pragmatism, and astute tactical thinking.

In the position, you will be leading one or more multidisciplinary teams and lead the design, analysis and communications processes. You will be working with highly experienced and motivated field survey and evaluation teams, and with strong technical support. Kimetrica uses a suite of high-capability Python-based tools for data capture, analysis, and visualization. Indicatively, projects might include a cost benefit analysis of a project to increase farm incomes, a formal evaluation of the impact a health behavior change intervention, or the design of a system to monitor nutritional conditions in a fragile state. The job requires intellectual curiosity and innovation, and you will keep abreast of the developments in advanced evaluation methods.

Our research aims to influence policy and program decision-making for the better. The ability to frame key strategic, tactical and operational questions will be critical. You will need to convey nuanced and sometimes complex messages to non-technical decision-makers. To achieve impact you will often be required to push clients towards evidence-based decision-making, rather than gut instinct.

### Key Tasks

The specific objectives of the position are:

- Strong positive impact on decision-making;
- Client satisfaction with Kimetrica's research output;

- Excellence in data quality control, analysis and communications;
- Cost-efficient research project management;
- Innovation and pushing the limits of technical and practical possibility; and
- Compliance with client, Kimetrica and legal standards and rules.

**Key duties include:**

- Provide strategic direction to major research projects;
- Design a range of evaluations including formal RCTs, quasi experimental designs and operational evaluations;
- Identify evaluation opportunities and write grant proposals and develop budgets;
- Write up research findings and oversee publication processes;
- Lead the research process including IRB approvals;
- Lead and inspire large research teams, potentially on multiple projects;
- Liaise with research clients ensuring that their research needs are clearly articulated and met;
- Build academic partnerships with top institutions;
- Identify, build and retain research talent;
- Convey key messages to clients through various media.

## **Qualifications and skills**

Required qualifications and skills are:

- PhD in quantitative discipline from a top university with a significant focus on statistics. Masters with 3 plus years of advance evaluation design might be considered in lieu;
- Advanced and practical experience of evaluation design and analysis including RCTs and quasi-experimental designs including sample design, questionnaire design, household data management, and advanced statistical analysis;
- Ability to learn new methods and willingness to experiment and take risks;
- Initiative, drive and the ability to define research strategies from scratch;
- Successful track record of research grant-writing;
- Ability to write clear English language evaluation reports;
- Strong qualitative evaluation skills;
- Mentoring and coaching experience and the ability to lead research teams;
- Demonstrated ability to manage large and time-bound research ability;

- Willingness to travel and support field teams where necessary (mainly East Africa);
- Ability to manage budgets and ensure cost-efficient and timely implementation;
- Excellent interpersonal skills and ability to understand client needs.

**Ideally, the candidate will also have these qualifications:**

- Prior experience of field research developing countries;
- Experience of working with poverty reduction interventions and applied experience with LSMS and similar datasets;
- Operational experience and practical experience of public program and policy implementation;
- Strong working knowledge of Python.

## **Location**

One of our permanent office locations Addis Ababa, Denver, Nairobi, New York, or Washington DC is preferred. We will consider remote working options for the right candidate.

## **Perks**

- Competitive salary;
- Generous benefits package (health, dental, vision, 401K with match, significant vacation, holiday and sick leave);
- Dynamic, innovative and highly committed work environment focused on making a positive impact.

*All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or national origin.*

**Application: Send a CV and cover letter with salary requirements to [jobs@kimetrica.com](mailto:jobs@kimetrica.com)**