Imago Global Grassroots
Senior Manager – Research and Partnerships

ABOUT US

Imago Global Grassroots helps grassroots organizations and social enterprises scale up their development impact through strategic/capability building support. IMAGO looks to tackle the complex challenges around poverty through a design- driven, iterative, bottom-up approach that puts the poor at the heart of solution design and implementation. Using a participatory approach, we work with these organizations to define and then implement their scaling up strategy over the medium term. The process involves understanding the unmet needs through human centered design, testing their theory of change, and refining their unique value proposition. Together, we assess the organization's current situation, the system in which it operates, the stakeholders it interacts with and its overall authorizing environment. We also work on their processes and data systems for prototyping innovations, tracking change, and assessing impact, using a variety of evaluation techniques, with a particular focus on adaptive evaluation. This provides the organization with the necessary scaling up scaffolding to expand the reach of their solutions while remaining true to their values.

IMAGO currently has projects in India, Africa, Latin America and the United States. To learn more about what we do, see our website, youtube channel and an introduction from co-founder Isabel Guerrero.

Summary

Imago Global Grassroots is looking for a dynamic individual to join the core team of our India Office and that has passion for research methods and a penchant for business development. She / he / they will manage the portfolio of Imago's work on adaptive evaluation and learning from scaling activities in India and help expand Imago's reach, identify new funding opportunities, build relationships with donors and partners, and develop proposals to secure multi-year funding.

Key Responsibilities

The role will report directly to Imago's India Country Director and to Principal Investigators on specific projects. The role will include the following tasks:

    I.   Adaptive Evaluation
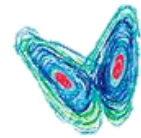
- Lead the strategic planning and execution of adaptive evaluation projects including timely submission of deliverables at a high quality.
- Develop and maintain relationships and ongoing interactions with our research and implementing partner organizations, and government counterparts in close collaboration with India's Country Director.
- Co-create and implement the qualitative and quantitative analysis plan and study design for all adaptive evaluations, and build the conceptual framework that informs the analysis, in conjunction with the PI, Research Manager, Senior Associate, Knowledge Manager and Director of Research.
- Actively participate in design of survey instruments, ensuring they capture the main outcomes and controls, fit the allotted time, and are consistent with the analysis plan.
- Providing guidance and insights to ongoing implementation projects on how to incorporate learning processes into their execution."
- Building, nurturing, guiding, and managing a team to deliver on various adaptive evaluation activities, such as, qualitative field visits, system workshops, quantitative data collection and analysis, and interviews
- Ensure smooth implementation of pilots, with close attention to measurement and documentation of learnings at each iteration.
- Ensure integrity, quality of research and compliance with research protocols (including IRB and human subjects training).

II.   Business Development

- Contribute to the development of Imago's business development strategy, ensuring alignment with overall organizational goals in discussion with the core team of Imago India and the overall Leadership Team.
- Build and maintain relationships with key stakeholders, including current and potential donors, partners, and collaborators to expand the work of Imago in India.
- Work closely with program and leadership teams to evaluate and refine existing services to meet changing donor and development ecosystem needs.
- Engage in market research to ensure new service offerings are relevant and competitive within the international development space in India.
- Regularly engage with different stakeholders to gather feedback to learn.
- Monitor global and sector-specific trends, adapting Imago's business development strategies to adapt to shifts in opportunities for impact.
- Develop materials in the presentations, audio visuals which best depict Imago's work and can aid in effective dissemination.

III.   Dissemination of IMAGO's work

- Maintain clear and regular communication with donors and funders on project performance and success stories.
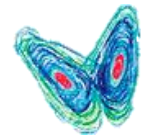
- Identify avenues for dissemination of Imago's work, including conferences, workshops, webinars and other such events, both for specific outputs and sharing of Imago's thinking and approach.
- Develop a calendar of events for Imago team members to participate in and facilitate dissemination of specific outputs and Imago's thinking, in close collaboration with the team.
- Lead in preparation of documents, reports, and presentations for dissemination of knowledge.
- Support on Imago's knowledge production, including co-authoring of papers, leading or supporting workshops and participation in conferences.

QUALIFICATIONS

This is a position at IMAGO based out of Delhi, with a 50% of travel requirement. mostly within the different project locations.

- An advanced degree/ post graduate degree, preferably in Management/ Rural Management/ Liberal studies/ Development studies/ Economics/ Social work from a reputed university/institute.
- Minimum of 8-10 years of experience in designing and implementing research on development issues.
- Expertise in both quantitative and qualitative evaluation methods.
- Preferably experienced in areas such as Women's economic and social empowerment, Community-based activities, Work of frontline workers in social or economic sectors.
- Familiarity and/or experience with Design thinking, Systems thinking and Adaptive management.
- Outgoing, driven, and creative personality.
- Strong passion and commitment to improving lives globally.
- Exhibits intellectual humility and a spirit of co-creation.
- Open and curious about innovative approaches to international development.

APPLICATION PROCESS

1. Interested candidates should send their CV with 3 professional references, and cover Letter to mroy@imagogg.org please mark (cc) grao@imagogg.org in the email. The subject line of the email should be "**Application for Senior Manager – Research and Partnerships, Your Name".**
2. Candidates shortlisted based on their CVs will receive a test that they will be asked to complete in the time frame of 24 hours.
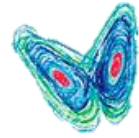
3. Candidates shortlisted based on their test will then undergo at least 3 interviews.

IMAGO is looking to fill this position by October 8th 2024. Applications will be reviewed on a rolling basis.