

## Imago Global Grassroots - Recruitment

### Research Associate, Africa

**Location:** Kenya with travel

**Start date:** As soon as possible

**Application deadline:** March 7<sup>th</sup>, 2025. Applications will be reviewed on a rolling basis, so submissions are encouraged as early as possible.

#### ABOUT US

Imago Global Grassroots (Imago) has worked with mission-driven organizations since 2014 to scale impact while honoring their unique context and strengthens. Our approach seeks to empower those closest to the challenge to lead solutions, and involves strategic planning, building a culture of learning, monitoring & evaluation, and agile management.

Imago, meaning the final stage of an insect's growth before flight, symbolizes our role in helping accelerate organizations' journey to scale. Imago's mission is to transform development thinking and practices around poverty alleviation. We contribute thought leadership on scaling, leadership, and adaptive evaluation, integrating insights from various disciplines including economics, psychology, systems thinking, and design. In Africa, we put these ideas into action with partners like Teaching at the Right Level–Africa, Solar Sister, Lwala Community Alliance, Babies and Mothers Alive Foundation, and Jacaranda Health.

Discover more through our [website](#), our [Ideas & Insights](#) page, our book, [Scaling Up Development](#) Impact, and our [YouTube](#) channel.

#### DESCRIPTION OF THE PROJECT/POSITION

**Background on the project:** Over the next 3 years, Imago will lead a Co-Impact funded learning exercise on “Unravelling Pathways to Systems Change and Achieving People Centered Outcomes.” The exercise will follow a cohort of 15 organizations (of which 6 are in Africa) with the goal of rigorously documenting, in a series of case studies, insights on how systems change truly takes place and what is most useful to advance it, from the perspective and through the experiences of organizations that are closest to the work and blazing the trail in influencing their system. Through this engagement, Imago will trace the journey to shift the existing system by developing a deep understanding of the organization's contribution to system change, and how it unfolds in practice.

**The Research Associate Role:** The Research Associate is a critical member of the team participating in and leading day-to-day activities and tasks of the learning exercise, from conducting desk reviews, to supporting design and implementation of qualitative interviews, to conducting data analysis, and leading preparations for workshops and major presentations.

## MAIN FUNCTIONS AND RESPONSIBILITIES

The Research Associate will directly report to the Senior Program manager based in Kenya with matrix reporting to the Senior Knowledge Manager of Imago who oversees the Co-Impact project.

Responsibilities for this position include:

- Ensure smooth and organized flow of information and support the day-to-day execution of projects in Africa
- Conduct desk reviews based on existing documentation on the organization and important pieces of literature
- Support design of semi-structured interview questionnaires, conduct qualitative research and interviews, run pilots, refine learning design, and develop survey tools in close collaboration with the research team
- Draft systems maps and theories of change by reviewing organization documents and relevant literature in conjunction with the research team
- Conduct data cleaning and preliminary data analysis, particularly, but not limited to, organization dashboards and monitoring data.
- Support the preparations of workshops with key counterpart organizations, including support in logistics, designing the activities and sessions, and preparing materials for each session
- Assist in drafting and preparation of documents and presentations for dissemination.
- Develop content and materials for high-quality communication materials including briefs, reports, and cases
- Synthesize information and insights from interviews and data analysis across cases
- Maintain and support existing relationships with partner organizations
- Prepare for and attend weekly calls with the research team on day-to-day aspects of the project
- Travel frequently in Africa to attend meetings and organize workshops with counterpart organizations

Other Responsibilities include:

- Provide general support for Imago's adaptive evaluation and monitoring and learning activities.
- Provide general support for program managers.
- Help organize Imago-wide events.
- Other administrative duties as assigned.

## QUALIFICATIONS AND POSITION REQUIREMENTS

### **Required Skills and Experience:**

- Deep passion and commitment to improve lives around the world.
- Demonstrated interest in research and curiosity and openness towards ways of doing international development differently.
- 2+ years of relevant experience in qualitative and quantitative research.
- An undergraduate degree in a relevant field (economics, social sciences, etc.) is required; a graduate degree is strongly preferred.
- Significant experience in conducting data analysis on Stata, R, and/or Python.
- Proficiency in data analysis, visualizations and presentations.
- Considerable training and experience with data collection and qualitative interviewing techniques
- Fluency in English with the ability to communicate confidently in both spoken and written formats for internal and external audiences.
- Demonstrated ability to work in a dynamic, fast-paced environment with a track record as a self-starter.
- Detail and execution-oriented, able to take a task from a high-level strategic idea to rapid execution with a large amount of autonomy and conscientiousness.
- Strong desire for professional growth and development, with a track record of openness to give and receive feedback.
- Ability to work with international, cross-cultural, and diverse teams in a remote environment.

### **Other desirable skills and experience:**

- Familiarity with system thinking, design thinking, adaptive management, and scaling up frameworks.
- Subject matter expertise or experience in gender equality; health, education or livelihoods.

## SELECTION PROCESS

1. Interested candidates must complete the following form and attach their CV in the space provided: <https://forms.office.com/r/wuT4u9sTPV>
2. Candidates who are shortlisted, based on their CV and responses to the form, will receive an invitation to an interview that will determine continuity in the selection process.

**Applications will be accepted until March 7<sup>th</sup>, 2025, and will be reviewed on a rolling basis.** *We thank all applicants in advance for the time and effort dedicated to preparing their application. Only shortlisted candidates will be contacted.*

**Salary Range:** *The minimum monthly salary for this position is 1600 USD and the maximum is 2200 USD, plus benefits. It is not typical for an individual to be hired at or near the top of this range. The offer is determined by the candidate's experience and our commitment to internal equity. We review local and global compensation on a regular basis to ensure market competitiveness and equity.*