

## Imago Global Grassroots - Recruitment

### Research Associate, Co-Impact Global

**Location:** Latin America, including Brazil

**Start date:** February 2026

**Application deadline:** January 25<sup>th</sup>, 2026. Applications will be reviewed on a rolling basis, so early submissions are strongly encouraged. Please note that only candidates advancing to the first round will be notified.

#### ABOUT US

Imago Global Grassroots (Imago) has worked with mission-driven organizations since 2014 to scale their impact while honoring their unique context and strengths. Our approach centers on empowering those closest to the challenge to lead solutions. We support organizations through strategic planning, and cultivating a culture of learning, monitoring & evaluation, and agile management practices.

Imago, meaning the final stage of an insect's growth before flight, symbolizes our role in accelerating an organizations' journey to scale. Imago's mission is to transform development thinking and practices for greater impact. We contribute thought leadership on scaling, systems, leadership, and adaptive evaluation, integrating insights from various disciplines including economics, psychology, systems thinking, and design thinking. Our work has been published in leading forums, including at the Center for International Development at the Harvard Kennedy School, the Harvard Social Impact Review, and the Stanford Social Innovation Review.

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

#### DESCRIPTION OF THE POSITION

**Background on the project:** For the past year, Imago has been leading a Co-Impact–funded learning exercise titled “Unravelling Pathways to Systems Change and Achieving People-Centered Outcomes.” This initiative follows a cohort of 15 organizations working across health, education, livelihoods, and early childhood education in Africa, India, and Brazil. The learning exercise, which will continue for an additional year and a half, has the goal of documenting—through a series of case studies—insights into how systems change unfolds and what approaches are most effective in advancing it. The work is grounded in the perspectives and lived experiences of organizations that are closest to the work and are actively influencing their systems. Through sustained engagement over the full duration of the project, Imago traces each organization’s journey of systems change by developing a deep understanding of their contributions, strategies, and how change emerges in practice.

**The Research Associate Role:** The Research Associate will be part of the global Co-Impact team and will support the learning exercise through desk reviews of system change

methodologies, analysis of cross-cutting themes across the 15 organizations, and the development of reporting and learning products. The role will also support the design and facilitation of workshops and learning sessions, as well as preparation for and participation in meetings with Co-Impact and other stakeholders. Additionally, the Research Associate will contribute to the standardization and refinement of methodologies and frameworks applied across the cohort of organizations, and liaise with the regional teams on important tasks. The Research Associate will report to the Senior Knowledge Manager who is leading the project.

## **MAIN FUNCTIONS AND RESPONSIBILITIES**

- Ensure smooth and organized flow of information and support the day-to-day execution of the Co-Impact project.
- Track project tasks, milestones, and deliverables across geographies.
- Conduct desk reviews based on existing documentation on the organization and important pieces of literature on systems, organizational diagnosis and gender/intersectionality frameworks.
- Support design and implementation of cross case analyses, including identifying patterns, themes and lessons.
- Draft systems maps and theories of change by reviewing organization documents and relevant literature in conjunction with the research teams across locations.
- Conduct data cleaning and preliminary data analysis, particularly, but not limited to, organization dashboards and monitoring data across the 15 organizations.
- Support the preparations of workshops with key stakeholders across countries, including support in logistics, designing the activities and sessions, preparing materials for each session, and helping systematize findings following the workshops.
- Draft and prepare documents and presentations for review and 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 and geographies.
- Support existing relationships with partner organizations.
- Participate in weekly regional calls with the research team on day-to-day aspects of the project.
- Liaise with the different regional teams on important tasks and help identify cross-cutting learning themes for the project.

Other Responsibilities include:

- Provide general support for Imago's adaptive evaluation and monitoring and learning activities and projects where needed.
- Provide general support for program managers as assigned.
- Document learnings and contribute to internal knowledge sharing.

- Help organize Imago-wide events or activities.
- Other administrative duties as assigned.

## QUALIFICATIONS AND REQUIREMENTS

We are looking for someone who is deeply committed to improving lives and driven by a genuine curiosity to explore and develop new approaches to development. The ideal candidate is a fast learner, a self-starter, and someone who thrives in a fast-paced environment while consistently producing high-quality, independent work.

- **Education:** Undergraduate degree in economics, Public Policy, Development or related field. Master's degree is highly preferred.
- **Work Experience:** 3+ years' experience conducting qualitative and quantitative research especially in developing countries.
- **Technical skills:** Proficiency in data collection and statistical analysis using Stata, R, and/or Python. Knowledge of AI tools is a plus.
- **Team Management skills:** Experience in working with international, cross-cultural, and diverse project teams in a remote environment
- **Language proficiency:** Candidates must demonstrate fluency in English, with proven excellent written and oral skills. Proficiency in Portuguese is preferred, and proficiency in Spanish is considered an asset.

Other desirable skills and experience:

- Familiarity with design thinking, system thinking, adaptive management, scaling up frameworks, and leadership frameworks
- Subject matter expertise or experience in gender equality, maternal, infant, and child health, early childhood development, livelihoods; and/or education.

## IMAGO CORE COMPETENCIES

- **Proactiveness & Resourcefulness:** Reliably completes tasks, seeks guidance when needed, and takes initiative at the task level.
- **Commitment to Impact:** Dedicated to responsibilities and mindful of their contribution to project outcomes.
- **Openness to Growth:** Seeks and applies feedback; learns new tools and approaches.
- **Presence:** Engages respectfully and represents Imago professionally.
- **Congruence with Imago's Values:** aligns with organizational values and culture.
- **Commitment to Quality:** Produces accurate, detail-oriented work.
- **Agility & Adaptability:** Adjusts easily to new instructions and shifting priorities.

## SELECTION PROCESS

1. Interested candidates must complete the following form and attach their CV in the space provided: [Research Associate, Co-Impact Global, Imago Global Grassroots – Fill out form](#)

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 January 25<sup>th</sup>, 2026, 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.