

Research Assistant – Uganda

About ICRW:

The International Center for Research on Women (ICRW) advances rights and opportunities for women and girls to ensure a more gender-equal world. For 45 years, ICRW has been the world's leading non-profit building evidence and promoting solutions for how to improve the lives of women, girls and other marginalized people.

Our research, advocacy and advisory programs focus on economic opportunity, women's health, gender norms, positive youth development, sexual and reproductive health and rights, gender-based violence, and equitable workplaces. Our partners and clients include community-based and nongovernmental organizations; bilateral and multilateral agencies; foundations, philanthropists and corporations; governments; and academic and financial institutions.

Overview:

ICRW is implementing a multi-method, multidisciplinary, participatory research and policy engagement project to generate evidence, strengthen research capacity, and advance policy and workplace action to help end the marginalization of young female creatives in Uganda's creative sector. The project, *Behind the Scenes: Young women and gender-based inequities in Africa's creative sector*, will be implemented in six other African countries- Ethiopia, Ghana, Kenya, Nigeria, Rwanda and Senegal.

Research under the project will actively engage young creatives and researchers as partners, while uniting multiple disciplines, including gender studies, the creative arts, economics, demography, sociology, and social work, to generate in-depth contextual understanding and yield constructive and practical findings. The project team will gather data from a range of key industry players, particularly young female creatives, using a co-generative gender perspective.

We are seeking a female Research Assistant to join the project team as a co-designer, co-producer, co-creator, and co-owner of the research and the entire project. She will be mentored over a period of one year and will serve as a co-interpreter of research data. She will share responsibility with other team members to ensure that there is effective dissemination of project evidence.

Required Education:

Bachelor's degree in any of the humanities (arts and social sciences) Law, Economics, Gender Studies, or related fields. A higher degree (or evidence of an ongoing graduate program is an added advantage).

Preferred Knowledge, Skills, and Qualifications

- Knowledge and skills in conducting research, tool development and report writing.
- Interest in deepening knowledge in gender mainstreaming work.
- Strong organizational skills, with the ability to be flexible and adapt quickly to changing work demands and priorities.
- Strong interpersonal skills, as well as written and verbal communication skills.

Responsibilities

The Research Assistant will support ICRW Project Implementation as follows:

- Provide technical support in development of research proposals/ protocols, study tools etc.
- Support in conducting literature searches/ reviews.
- Provide technical support for quality implementation of research activities as shall be assigned.
- Support in field data collection (qualitative and quantitative) and management.
- Data transcription, entry, cleaning, coding, and analysis.
- Support project documentation and learning (technical writing of study findings, learning information and publications; knowledge management).
- Provide administrative assistance to projects (e.g., planning for project meetings, webinars, taking minutes, etc.)

Qualified candidates should send their applications and CVs to admin@icrw.org by 16th February 2023. Applications will be reviewed on a rolling basis.

Compensation Information:

The pay range for this position is **UGX 21,608,600 – UGX 25,885,200** per year (**UGX 1,800,717 – 2,157,100** per month), however actual offer will be based on the candidate's job-related knowledge, experience, qualifications, and an assessment of internal and external equity review.

This position is eligible for ICRW's full benefits package.

Additional Information:

ICRW has zero tolerance on sexual exploitation and abuse. All employment offers are conditional upon the receipt of satisfactory references and the signing our code of conduct, Safeguarding Policy with a particular focus on Protection from Sexual Exploitation and Abuse and Child Safeguarding. This position will also be subject to robust reference and background screening checks.

ICRW is committed to promoting a culture of equity through our recruitment processes, staff training, policies & procedures, Board membership, and research programming. We believe that all people deserve an equal opportunity for employment, advancement, and fulfillment - regardless of race, color, age, religion, sex, sexual orientation, gender identity & expression, national origin, disability, or veteran status. We are committed to expanding our definition for what diversity means, moving beyond the binaries, and setting new standards for ourselves and across sectors.

ICRW is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, age, religion, sex, sexual orientation, gender identity/expression, national origin, disability, protected veteran status, or any other characteristic protected under federal, state or local law, where applicable.

Due to the large volume of responses we receive, ICRW is not able to provide candidacy status on an individual basis. Only candidates selected for an interview will be contacted.