



JOB ANNOUNCEMENT

Senior Research Scientist for Women & Youth Economic Opportunity & Security

Location: Nairobi, Kenya

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 over 47 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:

The **Senior Research Scientist for Women & Youth Economic Opportunity & Security** for Africa will provide strategic direction on research, technical assistance, and evaluation in the field of women's and youth economic empowerment (WEE). The incumbent will lead proposal development and research design and implementation, mentor junior staff members, identify and secure resources for team projects. Other anticipated responsibilities include leading high-quality scientific and non-scientific publications, conference presentations, media appearances, and project financial planning and budgeting. The incumbent may also be required to contribute to work on other ICRW Africa issue-areas such as health, climate vulnerability, and gender norms, among others.

Education:

Master's degree in International Development, Economics, Gender and Development, Development Studies, or related Social Sciences. Ph.D. or additional equivalent experience is preferred.

Experience:

- Minimum ten (10) years of experience in multidisciplinary research and evaluation work and policy analysis related to WEE.
- Demonstrated experience of research in Africa.
- Strong academic publication experience.
- Prior experience supporting policy translation, advocacy, and engagement activities.
- Proven experience in providing training, capacity strengthening and technical assistance for research and programming activities on WEE.
- Significant experience in project, partnership, and budget management as well as donor stewardship.

Primary Duties:

- **Research Leadership:** Design, direct and supervise research studies, often in partnership with local and/or international teams; Develop methodologies and analytical tools; Supervise the analysis and interpretation of data; Develop high-quality reports, manuscripts, and conference presentations; Lead research dissemination and evidence-to-policy translation efforts.
- **Strategic Leadership and Program Development:** Provide overall strategic direction and technical oversight of the ICRW Africa's Women and Youth Economic Opportunity and Security program, including setting program priorities; Develop and oversee project budgets, liaising with appropriate project teams and ICRW Africa support units; Identify and cultivate appropriate partnerships and alliances to ensure program success and sustainability.
- **Grantsmanship:** In collaboration with the Director of Research & Programs, the Africa Director, and other relevant ICRW units, lead the development of relevant solicited and unsolicited research proposals and concept notes, including the identification of new opportunities.

- **Internal Collaboration:** Collaborate closely with other staff, including the Monitoring and Evaluations Manager and the Communications Specialist, to ensure that program goals are met, and that evidence is communicated properly and in a timely manner.
- **Representation:** Maintain professional reputation and recognition outside of ICRW through publishing and speaking in relevant forums; Represent ICRW in the media, coalitions, and in engagements with partner-organizations, donors and other stakeholders.

Skills:

- In-depth understanding of current issues and debates in the field of women and youth economic opportunity and wellbeing.
- Expertise in quantitative, qualitative, and/or mixed-methods research, as well as proficiency in one or more of the following analytical software packages: SPSS, STATA, SAS, Atlas.ti, NVivo, or similar applications.
- In-depth understanding of monitoring and evaluation (M&E) principles, concepts, and methodologies.
- Ability to effectively manage and juggle multiple projects, including staffing, work plans, deliverables, timelines, and budgets.
- Maturity and diplomacy in dealing with multiple stakeholders as well as capacity to work independently.
- Ability to supervise and mentor staff and consultants.
- Outstanding written and oral communication skills.
- Demonstrated ability to translate and communicate research findings to a range of technical and non-technical audiences.
- Team player with a demonstrated ability to collaborate with professionals at various levels, including colleagues, partners, and donor organizations.
- Fluency in English (required); proficiency in French will be an additional advantage.

Compensation Information:

The pay range for this position is **KES 7,347,000.00 – KES 9,180,000.00** per year (**KES 612,250 – KES 765,000** 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.

Interested and qualified candidates should submit their CV and cover letter to adminkenya@icrw.org. Applications will be considered on a rolling basis until the position is closed, though early applications are strongly encouraged.

Additional Information:

ICRW has zero tolerance on sexual exploitation and abuse. All employment offers are conditional upon the receipt of satisfactory references and declaration of commitment to uphold Safeguarding standards as stipulated in our 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 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 state or local law, where applicable.

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