

Join Our Team

Research Officer

Youth Impact is a global NGO that connects youth to proven life-changing information through the delivery of evidence-based programs. Using a combination of randomized controlled trials, rigorous, rapid A/B tests, and high frequency monitoring data, we generate evidence that informs program design, improvement, and scaling.

Youth Impact's Research and Innovation team seeks to hire skilled and motivated Research Officers who will play a critical role in producing data and evidence to support us to scale up our programs within Botswana and with NGO partners, governments, research organizations such as IPA, and multi-laterals such as the World Bank. On any given day, we might be: discussing the latest ideas for a randomised controlled trial or A/B test to improve our programs at scale with programs teams; visiting schools to improve our monitoring and data collection systems; cleaning and analyzing data to assess impact; visualizing data; writing up results; work-shopping data insights with programs teams; supporting government counterparts to collect, use, and interpret data to improve education and health programs; and/or meeting partner organizations around the world to support them to do the same! We think this is the dream job for anyone passionate about impact, evidence, and data.

We seek candidates who excel in a team-oriented and collaborative environment that values curiosity, a passion for improving youth's lives, and the application of rigorous evidence to complex problems. The ideal candidate has data management skills and strong organizational and task management skills necessary for carrying out high-quality, quantitative data collection. The candidate will also enjoy problem-solving and applying creative thinking to challenges and building relationships with program leaders, implementers, and government partners.

Primary Duties & Responsibilities

- Develop and test study instruments (e.g. surveys, discussion guides)
- Train implementers on administering electronic and paper-based surveys
- Support project teams in collecting high-quality data for health and education programs, including visiting schools throughout Botswana to ensure implementation teams are following research protocols
- Clean, manage, and analyze data in Stata (preferred) or R
- Support production and communication of research insights for internal programs teams, as well as academic, policy, and practitioner audiences
- Collaborate across multiple departments and contribute to the growth of a cutting-edge rigorous M&E unit that fuses research and practice

Required Qualifications

- Bachelor's degree in economics, mathematics, public health, or a related discipline
- Experience cleaning and managing large datasets
- Strong working knowledge of Microsoft Excel and proficiency in all Microsoft Office application
- Ability to manage various concurrent tasks effectively and coordinate between multiple colleagues and departments
- Ability to work in an international team based across different geographies
- Willingness to travel to different regions in Botswana several times throughout the year for 1-2 weeks at a time to support training, tool piloting, and program and survey implementation



Desired Qualifications

- Working knowledge of Stata (preferred) or comparable statistical software program e.g. R or Python; SurveyCTO; and/or Tableau
- Experience in monitoring and evaluation, quantitative field research
- Familiarity with randomized evaluations and econometric methods
- Strong written and verbal communication skills, in particular, the ability to communicate complex thoughts and ideas simply and effectively and tailor communications to the audience
- Adaptability, motivation and ability to thrive in a fast-paced environment: The role can be demanding and, at times, subject to external pressures for timely completion. The candidate must be adaptive, creative, organized, and highly motivated
- Ability to create “structure out of nothing:” strong ability to turn a visual reality or imagined outcome into a codified set of steps, actions, and goals on paper, and to execute those steps.
- Self-starter: the individual should be a highly motivated and driven self-starter who can push for the delivery of activities in a fast-paced environment, seeking clarity when needed

Early bird Deadline of 13th January 2023

Time period: 2-year, with potential for extension pending performance

Preferred Location: Botswana, Namibia, South Africa, Zimbabwe

To apply visit <https://www.youth-impact.org/join-us-1>. You will be asked to:

1. Answer the following:

- a. Why are you applying to join Youth Impact? (Limit 150 words)
- b. Discuss your research experience and how it will prepare you to thrive in this role (Limit 150 words).
- c. Briefly describe your experience working with Excel, Stata, R, and/or Python, such as details about cleaning and/or analysis you have done with one of these programs (Limit 100 words)
- d. Have you worked as a Youth Impact facilitator previously?
- e. If you have worked as a facilitator, for what program (Zones, TaRL, ConnectEd)?

2. Complete an Excel task that you download at <https://www.youth-impact.org/join-us-1>. You will upload your response in the online form.

3. Submit a resume

4. Submit 1-2 samples of your previous work (in an academic or professional setting) that demonstrate (a) analytical writing skills and (b) policy-relevant insight (e.g., compelling tables and figures). Note that it is acceptable to submit separate documents illustrating (a) and (b).

Benefits include generous annual leave, sick leave, (including global health insurance provisions), various stipends, professional development opportunities, the ability to work remotely, access to our amazing global networks, and much more.