

Job Description: Research Analyst | Laterite Ethiopia

Position:	Research Analyst
Start date:	Immediate
Duration of commitment:	2 years minimum
Location:	Addis Ababa, Ethiopia
Education:	Master's degree in Economics, Education, Statistics, Public Policy, International Development, Engineering or a related field
Experience:	At least 1 year of work experience in international development, public policy, economic and social research, or management consulting
Language Requirements:	English - excellent written and oral; Amharic is a plus
Pre-requisites:	Strong technical and analytical skills, solid project and stakeholder management skills, highly proficient with STATA/R/Python and any ODK based platform

Position Summary

- **Do you want to make a difference** to knowledge creation in Ethiopia through development research?
- **Are you passionate** about working across various thematic levels such as agriculture, education, poverty, gender, etc.?
- **Do you work best when collaborating** with experts across disciplines and getting the best out of their expertise?
- **Do you love discovering** new contexts and spending time in countries like Ethiopia?

If yes, then this might be the role for you! Laterite's Research Analyst role based in Ethiopia will provide you with the opportunity to hone your leadership and technical skills and make a difference to development research in Ethiopia.

About Laterite

At Laterite, we transform the way development research is done. Our mission is to deploy the most innovative research methods and the latest academic thinking to design effective responses to development issues. We provide three types of services to clients: i) comprehensive data collection and data processing solutions; ii) research services, from the design of large-scale research projects through to analysis; and iii) strategic and technical research advice to public and private sector clients.

Laterite currently operates in Rwanda, Ethiopia, Kenya, Uganda, India and the Netherlands. Our offices bring together more than 40 full time local and international staff, who work with a team of over 400 enumerators. In the last few years, we have successfully completed over 100 projects, working with internationally recognized universities, global think tanks, international NGOs, multilateral donor organizations and several Government ministries and agencies.

The Laterite Model

1. **We believe that impact is a long-term endeavor that requires being embedded in the local context:** In order to achieve policy impact through research it is important to establish a strong local presence. Delivering high quality research and advice requires building a local team and data collection systems, understanding the context, establishing close working relationships with key players and understanding their constraints and motivations. We only conduct research where we have a local presence.

2. ***We are rigorous and structured, but not rigid in our choice of analytic methods:*** Our mission is to deploy the most innovative research methods to design effective responses to development issues. We do not define ourselves by a particular method or approach (e.g. RCTs), but by our ability to embrace and deploy new technologies and research methodologies in our project work. We work in an *anti-disciplinary* way, by borrowing methods not only from econometrics but other fields as well.
3. ***We innovate with every opportunity:*** With every new challenge and opportunity we try to innovate, always with the objective of creating new and better ways of conducting research in low-resource country contexts. The Laterite Lab, our internal research development arm, catalyzes our research efforts and aims to equip our teams with new research methods and techniques. Our aim is not only to acquire and implement new methods, but to create new methods.

You can find out more about Laterite on our website at: www.laterite.com

Working with Laterite

Working at Laterite will provide you with the opportunity to build on your management and technical expertise to make a difference on priority development questions. At Laterite, you will have:

- The opportunity to shape the strategic direction of a dynamic and growing research firm;
- A chance to make a difference on relevant policy and development issues in a high-pace environment;
- The opportunity to manage and focus on the professional development of a high-performing team of researchers and data collection specialists; and
- The challenge to constantly upgrade your own technical capabilities, to ensure that as a company we are always on the cutting edge of research with impact.

Who We Are

Laterite is led by a team of entrepreneurial professionals who strive to transform the way development research is done. Our research team has degrees from some of the world's top universities and vast experience delivering research projects in emerging markets. Our data collection team is recruited from the best local universities and are rigorously trained. We are proud to be a culturally diverse organization. We are also very proud of our office culture that is hard working, but relaxed, non-hierarchical, and fun!

Position Description & Key Responsibilities

The Research Analyst position is based in Addis Ababa, Ethiopia. Research Analysts at Laterite play a hands-on role in implementing research projects, contributing to the full research cycle, from the development and coding of research instruments, through to data cleaning, analysis, report writing and delivery to the client. Research analysts at Laterite spend about 50% of their time working on the processing of data or the coding of surveys; and 50% of their time on contributing to the analysis or the development of client outputs. Working as a research analyst for Laterite will expose you to all the different steps required to deliver high quality research, to different types of research projects and research design-types, different sectors and to a variety of different research tools.

Laterite values the career progression of its staff and puts emphasis on their professional development by providing coaching and ensuring they are exposed to tasks that help them pursue their personal development goals. Working as a Research Analyst for Laterite will position you well for competitive PhD programs internationally, jobs at other development or consulting organizations, and becoming senior staff within Laterite itself.

Key responsibilities include:

- Engaging in routine research-related communication for own area of responsibility
- Having sufficient understanding of research design and technical skills for data analysis to write first drafts of study designs, analysis plans, or reports.
- Developing first drafts of research approvals or instruments

- Independently working on sections of reports or data analysis; will receive guidance and support from management but delivers a final product without day-to-day direction.
- Taking initiative to propose, design, and/or implement ideas for business improvement, research, or data collection
- Business development: providing support with proposal writing

Profile

Ideal candidates have outstanding technical and analytical skills. You are passionate about social and economic research in Sub-Saharan Africa. You can quickly grasp research concepts, and structure your technical approach to a problem. You have solid project management skills and can manage a portfolio of activities/projects involving varying levels of stakeholders. You have excellent interpersonal skills, are self-motivated and can flourish in a fast-paced environment, where timelines can often be unpredictable. You also have excellent written and oral communication skills (in English), and can effectively communicate internally and externally.

Proficiency in STATA/R/Python is a must! You have a Master's in Economics, Statistics, Public Policy, Engineering or related field, and at least 1 year of relevant professional experience. Lastly, you are willing to develop your professional skills, lead the growth of an organization dedicated to social and economic development, and thrive in a growing organization setting.

Qualifications

1. **Pre-requisite:** excellent quantitative skills with a strong knowledge of econometrics, sampling techniques and program evaluation
2. At least 1 year of work experience in international development, public policy, economic and social research, or management consulting
3. Master's degree in economics, public policy, international development, public health, or a related field
4. Strong statistical analysis skills and knowledge of related tools/software (in particular R, Stata, Python, and MatLab)
5. Strong oral and written communication skills in English
6. Fluent in English (Amharic is a plus)
7. Excellent management and organizational skills; must be detail-oriented, able to manage multiple tasks efficiently, independent and motivated self-starter
8. Experience living and working in different cultural settings; time spent in sub-Sahara Africa or other developing countries strongly preferred
9. Must thrive in a growing organization setting, and be able to adapt to dynamic growth and change

Compensation

Competitive with similar roles in other social enterprises and research firms. Benefits include two round-trip flights back home per year, generous leave, international health insurance, medical evacuation and individual/team bonuses.

Application Process

Please complete the following application (<https://form.myjotform.com/83531548943565>), including a CV and cover letter. Applications are reviewed on a rolling basis so we encourage you to apply ASAP.