



Senior Analyst

Nairobi

About Development Initiatives

Development Initiatives applies the power of data and evidence to build sustainable solutions.

Our mission is to work closely with partners to ensure data-driven evidence and analysis are used effectively in policy and practice to end poverty, reduce inequality and increase resilience.

While data alone cannot bring about a better world, it is vital to achieving it. Data has the power to unlock insight, shine a light on progress and empower people to increase accountability.

We focus on three core areas to maximise our impact and achieve our mission:

- Strengthen data ecosystems and improve data quality by helping others to collect, share and manage data and use data responsibly and effectively
- Increase use of high-quality, actionable and data-driven analysis that can be used in policy and practice
- Create a culture of data use by growing people's skills, expertise and confidence in data.

And we support partners to:

- Better respond to people's needs through improved quality and use of data and evidence in policymaking
- Improve the quantity, quality and coherence of public finance and private investment
- Challenge systemic and structural barriers to equity and support the reform of existing systems.

We work at global, national and local levels, through a global hub connected to a growing network of regional hubs and partners. In the last five years alone our work has covered 78 countries and we currently have staff based in Kenya, Uganda, the US and the UK.

Senior Analyst – Poverty and Inequality

Role content and purpose

To provide rigorous analysis and evidence to support and inform Development Initiatives (DI)'s work on enhancing the use, usability and understanding of data to tackle poverty and inequality and leave no one behind.

The postholder is responsible for delivering and supporting a variety of research and analytical outputs sitting across a range of projects associated with DI's work on poverty and inequality.

The successful candidate will be required to lead on developing narrative content that will engage and encourage stakeholders to use DI outputs to inform policy and operational decision-making. As a Senior Analyst they will take the technical lead on discrete research pieces, working under departmental supervision, and will quality-assure the data analysis of others within the team. The role will involve conceptualising research ideas, developing methodologically-sound scoping papers for new research themes and turning quantitative and qualitative data into evidence and actionable information that can be used by key partners and audiences. The postholder will gather and analyse data from multiple sources, including DHS and MICs survey data, the World Bank, national administrative data sources and community-generated data. The postholder will also contribute to DI's engagement activities with external stakeholders by communicating our work confidently and with an assured and diplomatic presentational manner.

The postholder will work within the Research and Analysis Team.

Contractual details

Start date:	As soon as possible
Length:	Full-time, fixed term contract for 12 months
Location:	This role is based in DI's Nairobi Office. However, we offer a blended approach to work and home to allow our employees to work according to their preferences.
Level:	Career level 3
Salary:	KES 3,200,000 – KES 4,000,000 per annum, depending on experience
Hours:	35 hours a week
Probation:	3 months
Leave:	25 days pro rata, plus all bank/public holidays

Duties and responsibilities

Technical duties

- Conduct quantitative and qualitative research on poverty and inequality around the world, including multidimensional poverty, intersectional inequalities and the root causes of exclusion.
- Lead and support research projects, data analysis and the management of data. It is expected that the postholder will take on primary responsibility for specific areas of research, but will need to be conversant and engaged across all areas as required, contributing to projects across DI.
- Interpret data and provide narrative content to communicate findings and messages for a range of audiences and formats (including presentations, briefings, reports and data blogs).
- Support DI's engagement and communications work, maintaining links with research audiences and ensuring that our research stays relevant to external debates.
- Adhere to internal data processes, protocols and values and work closely with colleagues in the Research and Analysis Team – including quality assuring the work of other analysts – and with colleagues in other teams across DI, such as the Policy & Engagement and Data Systems teams.

Business skills and responsibilities

- Provide technical and thematic contributions to the Poverty and Inequality programme, including in the development of new concept notes and research proposals and informing the wider organisational goals and approach to tackling poverty and inequality.
- Collaborate and communicate dynamically with decentralised and dispersed international teams of colleagues, consultants and partners.
- Contribute to the maintenance of data management systems, ensuring these are consistent with DI's operational requirements and policies.
- Coach and support junior analysts where appropriate.

General responsibilities

- Be aware of and take personal responsibility for any health and safety issues and obligations.
- Uphold all aspects of Company policies and procedures and legal requirements in relation to personal conduct.
- Prepare for and engage in one-to-one meetings and performance management appraisals.
- Maintain professional development and personal development plans.

- Be willing and committed to take on new work as and when required and be proactive.

No job description or role profile can encompass all tasks and duties that may be required, and we will expect the postholder to carry out other duties and tasks from time to time that are broadly consistent with those in this document.

Person specification

Experience

Essential

- Five years or more work experience of analysis on relevant issues for the role
- Expertise in poverty and inequality research and analysis.

Desirable

- Experience designing and undertaking research to provide evidence and recommendations for specific policy questions
- Experience working in a matrix or project-based environment.

Skills & Abilities

Essential

- Good communication skills, including experience of working effectively with diverse audiences
- Strong analytical and writing skills with the ability to articulate research concepts and write outputs in accessible language for diverse audiences
- Strong presenter of data-based information and concepts, using a variety of presentational styles and tools (PPT, webinars, blogs etc), with the ability to present complex issues clearly for technical and non-specialist audiences through accessible narrative descriptions and explanations of technical data and trends.
- Ability to offer innovative ideas and solutions, and develop new ways to analyse and visualise data
- Ability to work under pressure yet deliver on time with attention to detail and accuracy
- Ability to work independently with minimal support, as well as in a team environment
- Ability and desire to read widely on development matters, summarise key emerging themes of interest and develop key research questions or hypotheses arising

- Evidenced skills in conducting systematic literature reviews on technical content, and ability to pull upon secondary literature sources in written work
- Strong ability to communicate messages from data (for example in clear, easily-understood visualisations, infographics, charts etc.)

Desirable

- Ability to work in a second language.

Education

Desirable

- Degree and postgraduate qualification in international development, economics or a related discipline with substantial quantitative and qualitative analytical components.

Knowledge & Technical Competencies

Essential

- Strong understanding of quantitative research techniques
- Ability to conduct high-quality research and analysis, including design of quantitative and qualitative research methodologies
- Advanced knowledge of software used to manage and analyse data (e.g., advanced skills in using Excel, Stata, R)
- Understanding of, and interest in, the political economy of development and poverty, including key issues and players
- Understanding of multidimensional poverty
- Experience of inequality analysis – vertical, horizontal and intersectional.

Personal Attributes

Essential

- Rigorous and very attentive to detail while designing and implementing analysis, performing calculations and checking data in accordance with predefined quality assurance protocols and practices.

Application details

Your CV (no more than two pages) and covering letter, which should detail your skills and evidence of experience and how it relates to the job description, should be uploaded onto our [online application portal](#). Your letter should also include your salary expectations, notice period/available start date and where you saw the job advert.

Early applications are highly encouraged; we will be reviewing submissions as they arrive, and interviews will be held periodically. As we are recruiting on a rolling basis, we reserve the right to end recruitment without notice.

Other

We welcome applications from all sections of the community.

We have a duty to prevent illegal working by checking potential employees' documents, before employing them, to ensure they have the right to work in the country in which this post is based.

Development Initiatives is an equal opportunities employer, and in line with our policies, we aim to ensure that no job applicant receives less favourable treatment on the grounds of race, colour, nationality, religion, ethnic or national origin, age, gender, marital status, sexual orientation or disability.

We find it helpful for all applicants to complete our Diversity Monitoring Form, found on our website at: <http://devinit.org/working-with-us/vacancies/>

Working together

People are our greatest asset. You often hear it said, and at DI it really is true. We acknowledge that we work in an environment where the pace is often fast, and we need our people to be able to respond swiftly and creatively to new situations and demands. The better our employees are, the more effective we will be, and for this reason, we work hard to create an environment that meets everyone's needs.

In line with our values (people-centred, purpose-driven and transparent), we aim for a culture of honesty and openness. We want to attract and retain talented people who share our vision. We also like to offer individuals the space to use their talents in an innovative working environment with colleagues who are passionate about our vision.

We also offer:

Kenya

- Informal work environment (e.g., casual dress)
- Pension scheme with 5% employer contribution
- Flexible working arrangements (e.g., homeworking, flexitime)
- Medical Insurance
- Paid study leave and financial support
- Paid professional membership fees
- Buy/sell holiday scheme
- Cycle to work scheme
- Enhanced holiday entitlement, increasing with service, plus all bank and public holidays and discretionary paid time off at Christmas
- Up to five days' paid volunteering leave (addressing poverty/helping vulnerable people).