

Research Director

Requirements in a nutshell

Education:	Masters or PhD in Economics, Econometrics, Development Research, or in one of Laterite's core sectors.
Experience:	8 years of experience designing and managing a portfolio of complex research projects, growing research or business pipelines, and leading and mentoring research teams.
Languages:	English
Must-have:	Quantitative data analysis skills in Stata
Location:	Kigali, Rwanda

About Laterite

Laterite is a data, research, and analytics firm specializing in complex development challenges. We work with universities, global think tanks, international NGOs, multilateral donor organizations, and government ministries and agencies. Our clients include, for example, the World Bank, USAID, TechnoServe, Promundo, the Mastercard Foundation, and several UN agencies.

We currently have offices in the Netherlands, Rwanda, Ethiopia, Kenya, Uganda, Tanzania, and Sierra Leone. The team brings together more than 80 full-time local and international staff, as well as 1,000+ enumerators across all countries. We are proud to be a culturally diverse organization, and we welcome applications from groups currently underrepresented in our team. Learn more: www.laterite.com

We work on socio-economic development research projects. We believe that impact is a long-term endeavor that requires being embedded in the local context. Delivering high-quality research requires building local teams and data collection systems, knowing the country, and establishing close working relationships.

One of Laterite's key strategic goals is to create a collaborative and rewarding working environment for our staff, where every team member feels engaged, represented, and heard. Laterite is committed to creating opportunities for learning and career development within the team and across our offices.

Laterite is committed to creating a diverse environment and is proud to be an equal opportunities employer. All qualified applicants will receive consideration for employment without regard to race, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

About the team:

Laterite was founded in Rwanda in 2010, and Kigali is our oldest and largest office, both in terms of team size and volume of work. The team in Rwanda comprises about 4 researchers (from entry-level Research Analysts to Research Managers), 10 data collection experts, 2 data quality specialists, and a finance and admin team. Our project portfolio in Rwanda is varied

and ranges from data collection (including mixed-methods studies with observational assessments or anthropometric measurement modules) to long-term learning partnerships. The Rwanda team works across all our key sectors with the majority of projects in education, public health, and early childhood development topics.

What you will do:

Within this context, our Research Director in Rwanda is responsible for:

- Overseeing the technical delivery and operations of a portfolio of research projects, from design to data collection, analysis, and follow-through;
- Providing technical leadership in all aspects of our work, including program and impact evaluation design, sampling methods, data analysis, and modeling;
- Building and managing the pipeline of research projects, turning internal research ideas into externally funded projects, and supporting business development;
- Developing and managing relationships and communication with Laterite clients and government officials;
- Supporting the development of our research team, including coaching, mentoring, and/or training to develop their skills.

Furthermore, as a member of Laterite's senior management team, you will be consulted on corporate strategy, business operations, and opportunities for growth. You will serve as a role model for the team, actively promoting our corporate culture, mentoring colleagues, and helping us to achieve our mission as an organization.

What you will bring:

We are looking for an accomplished researcher who combines excellent technical skills with management experience.

Our future colleague has:

- Masters or PhD degree in Economics, Econometrics, Development Research, or in one of Laterite's core sectors.
- 8 years of experience managing complex projects, growing research or business pipelines, and leading and mentoring teams.
- Direct supervisory experience and demonstrated experience training and mentoring researchers.
- Demonstrated experience designing and overseeing complex research projects.
- Strong quantitative data analysis skills and proficiency in Stata
- Strong oral and written communication skills in English
- Motivation to work in social and economic research in Sub-Saharan Africa

Additionally, we are looking for:

- Previous work experience in Sub-Saharan Africa.
- Excellent organizational and interpersonal skills, self-motivation and drive to flourish in a fast-paced environment, where timelines can often be unpredictable.
- Knowledge of Python and/or R

What's in it for you?

Laterite offers a competitive remuneration package, including medical insurance and 25 days of annual leave. We are also committed to supporting our staff's learning, providing an annual learning budget of up to \$1,000 per person and 10 days of time off for professional learning each year. We also provide remote work options in accordance with Laterite's remote work policy. The salary for this role is between \$3,980 and \$4,490 NET per month. The exact salary grade will be determined based on the selected candidate's experience and performance in interviews. Salaries are pegged against the pay matrix, and grades are reviewed every 6 months. There is ample opportunity for growth both in terms of salary scales and roles. Promotions at Laterite are reviewed every 6 months during our performance evaluation.

What next?

1. Application

Qualified candidates should submit their applications by uploading their CVs and cover letter through our online application system:

<https://apply.workable.com/laterite/j/B777DA19B5/apply/>

2. Interviews

Candidates who meet the minimum requirements for the job will then be invited to a first interview. The interview stage will consist of two rounds of interviews.