

# Senior Research Associate

Kigali, Rwanda or Addis Ababa, Ethiopia

## Requirements in a nutshell

Education:	Post-graduate degree in Economics, International Development, one of Laterite's core sectors, or related field with a strong component of quantitative data analysis
Experience:	At least 5 years of work experience in international development, public policy, economic and social research, or management consulting Languages: English
Must-have:	Demonstrated experience in leading and mentoring research teams and in managing research projects
Location:	Kigali, Rwanda or Addis Ababa, Ethiopia

## Summary

Laterite is looking for an experienced professional to provide strategic direction, oversee research projects, and lead and mentor research teams. This position can be based in our office in Kigali, Rwanda, or Addis Ababa, Ethiopia.

## 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](http://www.laterite.com)

**We work in socio-economic development research projects.** We believe that impact is a long-term endeavour 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 teams**

In Ethiopia, Laterite was founded in 2016 and is one of our fastest growing offices in terms of team size and volume of work. The team in Ethiopia comprises 4 researchers, 10 data collection experts, 2 data quality specialists, and a finance and admin team. Our portfolio in Ethiopia includes data collection projects, full-cycle research assessments, and long-term monitoring and evaluation partnerships. The Ethiopia team works across all Laterite's key sectors, with the majority of projects in agriculture and youth & livelihoods topics.

In Rwanda, Laterite was founded 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, 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:**

As a Senior Research Associate, based in our Addis Ababa or Kigali office, you will:

- Lead a portfolio of impactful research projects, from design to data collection, analysis, and follow-through.
- Lead research teams to ensure we deliver value for our clients, using rigorous and innovative research methods.
- Build successful partnerships with clients and stakeholders and establish Laterite as a trusted partner.
- Mentor our growing research and data teams.
- Contribute to country-level strategic decisions such as which projects to pursue, team development, and how to increase the impact of our research.
- Support business development and recruitment processes.

As part of Laterite's management team, you will have a voice in project selection, corporate strategy, process improvements, and structuring of Laterite's research agenda. You will serve as a role model for the team, actively promoting our organizational culture, and helping us to grow and achieve our mission as an organization.

Laterite is expanding rapidly, and we are open to the possibility of hiring exceptional candidates at a higher grade.

## **What you will bring:**

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

Our future colleague has:

- A postgraduate degree (master's or above) in Economics, International Development, one of Laterite's core sectors, or a related field with a strong component of quantitative data analysis
- At least 5 years of work experience in international development, public policy, economic and social research, or management consulting
- Motivation to work in social and economic research in Ethiopia
- Demonstrated experience in leading and mentoring research teams

- Demonstrated experience in managing complex research projects, involving data collection and field teams
- Excellent oral and written communication skills in English
- Proficiency in STATA is required. Knowledge of R and/or Python is a plus.

Additionally, we are looking for:

- Solid project management skills to oversee a portfolio of projects at different stages in the research lifecycle
- An excellent networker with experience in building relationships with clients and stakeholders from the public and private sectors
- A self-motivated team leader with excellent interpersonal skills who thrives in a fast-paced environment where timelines can be unpredictable

### **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 \$3,300 and \$3,810 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. Numeracy and literacy assessment**

The first step is to complete a 20-minute numeracy and literacy assessment for which no special preparation is needed. The assessment contains a total of 5 multiple choice questions.

**Link to the assessment:** <https://form.jotform.com/232134777385564>

#### **2. Submit the application**

Successful candidates will then be invited to upload their CVs and cover letter via our online application system.

#### **3. Analytical assessment**

Candidates who meet the minimum requirements will be invited to complete an analytical assessment to gauge their capacity to perform statistical analysis on a dataset and present the findings in a short document (using STATA, R, or Python).

#### **4. Interviews**

Successful candidates will then be invited to a first interview. The interview stage will consist of two rounds of interviews.