

Principal Investigator

Requirements in a nutshell

Education:	Master's degree is required, a Doctorate preferred in economics, sociology, epidemiology, biostatistics, education, earth science, agriculture, data science, or related fields.
Experience:	Demonstrated in-country experience conducting research and previous work experience in Sub-Saharan Africa or Latin America
Languages:	English
Location:	Any of our offices in Amsterdam, Kigali, Nairobi, Kampala, Addis Ababa, and Dar es Salaam

Summary

We are looking for a new principal investigator to join our team. The role can be based in any of our offices in Amsterdam, Kigali, Nairobi, Kampala, Addis Ababa, and Dar es Salaam.

About Laterite

Laterite is a data, research and analytics firm specialized 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, Sierra Leone, and Peru. 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 under-represented in our team. Learn more: 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 create 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 role:

The Principal Investigator will be a critical part of our research team, combining the responsibilities of technical and sector-specific research leadership, mentorship of junior investigators, and business development. This role is designed for a seasoned researcher preferably with a deep understanding of one of Laterite's key sectors (Agriculture, Gender, Education, Public Health, or Livelihoods) and a passion for advancing rigorous research in the countries where we work, including Ethiopia, Kenya, Peru, Rwanda, Sierra Leone, Tanzania, or Uganda. The Principal Investigator will help shape our research portfolio, support the professional growth of our team, and ensure the quality and impact of our work.

What you will do:

Technical Leadership:

- Serve as a primary point of contact for technical assistance across the organization, offering expertise in one or more of Laterite's key sectors.
- Lead the technical development and implementation of a portfolio of research projects in one of Laterite's key sectors.
- Provide oversight and review of technical reports and outputs to ensure high-quality research deliverables.
- Provide hands-on support in the design, pre-analysis, analysis, and writing stages of research projects.
- Continuously contribute to company-wide improvements by designing and implementing trainings, and policies that enhance the quality of our research and increase the efficiency of our research processes.

Mentorship and Supervision:

- Offer sustained mentorship and technical supervision of junior researchers throughout the research cycle, fostering their professional growth and ensuring they receive the guidance needed to excel.
- Work closely with the senior management team to develop and implement professional development plans for junior investigators/researchers.

Business Development:

- **Actively contribute to proactive and reactive (tender-based) business development** by identifying new research opportunities and leading the technical components of proposals.
- **Grow our portfolio of research projects**, by working closely with our business development and communications team to identify new opportunities, by growing our network of academic partnerships and by representing Laterite at research/policy events.
- **Develop and manage a pipeline of research projects** by turning internal research ideas into externally funded initiatives.

What you will bring:

- Significant work experience in leading one or more of the following:
 - Impact evaluations.
 - Large-scale survey-based data collection.
 - Implementation science research.
 - Mixed methods or qualitative research.
- A Master's degree is required, a Doctorate preferred (ABD candidates considered) in economics, sociology, epidemiology, biostatistics, education, earth science, agriculture, data science, or related fields.
- Demonstrated in-country experience conducting research
- Previous work experience in Sub-Saharan Africa or Latin America and a commitment to equitable practices in global research.
- Applicants with local knowledge and experience are highly encouraged to apply.
- Proven ability to secure competitive research funding.
- Expertise in one or more thematic areas such as agriculture, livelihoods, gender, public health, or education.
- A strong publication track record of publishing peer-reviewed or gray literature.
- Demonstrated success in research mentorship or teaching.
- Excellent organizational and interpersonal skills with a self-motivation and drive to flourish in a fast-paced environment

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 \$1000 per person and 10 days off for professional learning each year. We also provide remote work options in accordance with Laterite's remote work policy.

The starting net salary is approximately USD \$3,980 per month. Laterite offers a cost-of-living adjustment for countries with higher living expenses that are not included in this base salary. The exact salary grade will also be determined based on the selected candidate's experience and interview performance. Salaries are pegged against the pay matrix, and the gross salary will depend on local tax regulations.

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/E8C4497A82/apply/>

2. Interviews

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

Deadline

Applications will be considered on a rolling basis. Details on rolling applications can be found on the website: <https://www.laterite.com/vacancies/>