laterite
DATA | RESEARCH | ANALYTICS

We're hiring
Research Manager

LOCATION	GROSS SALARY RANGE	CONTRACT	COMMITMENT
Freetown, Sierra Leone	$4,725.85 – $5,608.40 (gross monthly)	Indefinite	Minimum 2 years based in Freetown, Sierra Leone

Laterite is looking for an experienced professional to lead research teams, strategy, and operations in our office in Freetown, Sierra Leone.

WHO WE ARE

Laterite is a data, research, and analytics firm working on complex development challenges. We partner with universities, global think tanks, international NGOs, multilateral donors, and government ministries. Our clients include the World Bank, TechnoServe, the Mastercard Foundation, and others.

We operate across the Netherlands, Rwanda, Ethiopia, Kenya, Uganda, Tanzania, Sierra Leone, and Peru, with 90+ full-time staff and more than 2,000 enumerators. We believe meaningful impact requires being on the ground, building local teams, and establishing long-term trust. Our office culture is collaborative and gives people autonomy to grow into their roles. Learn more: www.laterite.com

THE ENVIRONMENT YOU'RE STEPPING INTO

You will join our Sierra Leone team in a high-trust environment. We are low on bureaucracy but high on individual accountability. You won't be micromanaged here—we want you to use your judgment to solve problems, support our fast-paced field teams, and actively improve the systems you work with.

Laterite Sierra Leone started operations in 2023. Our office in Freetown is Laterite's first step in West Africa and will build on our 12+ years of experience of research and data collection. Since then, our Freetown office has been using innovative techniques to study education outcomes in the region. Our team in Freetown currently consists of four team members.

HOW YOU'LL MAKE AN IMPACT

As a Research Manager based in Freetown you will:

— Oversee the technical delivery and operations of a portfolio of research projects, from design to data collection, analysis and follow-through.

- Provide technical advice, coaching and steering for research design, project management, analysis, and reporting to ensure we deliver value for our clients and use rigorous and innovative research methods.
- Manage the country office, including structuring Laterite's research agenda, contributing to corporate strategy, overseeing process improvements, and financial and personnel management.
- Design and lead training and professional development activities for the research team and the wider Laterite team.
- Build and manage the pipeline of research projects, turning internal research ideas into externally funded projects and designing evaluations for clients.

As a member of Laterite's senior management team, you will consult on corporate strategy, business operations, and opportunities for growth. You will serve as role model for the team, actively promoting our corporate culture, mentoring colleagues, and helping us to 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 BRING

We are looking for an accomplished researcher who combines excellent technical skills with management experience. This role is based in Freetown, Sierra Leone, and requires relocation to Sierra Leone as well as a minimum commitment of two years in-country.

Our future colleague has:

- Demonstrated experience leading an organization, department, or program, including financial and operational management.
- Direct supervisory experience and demonstrated experience training and mentoring researchers.
- Demonstrated experience designing and overseeing complex research projects.
- Demonstrated experience building business pipelines and nurturing relationships with clients and stakeholders from the public and private sectors.
- Motivation to work in social and economic research in Sub-Saharan Africa
- 5+ years of research or project management experience and at least 2 years in a management role in education, youth, public health, agriculture and/or urbanization.
- A postgraduate degree (master's or above) in Economics, Econometrics, Development Research, or in one of Laterite's core sectors

Additionally, we are looking for:

- A self-motivated team leader with excellent interpersonal skills who thrives in a fast-paced environment where timelines can be unpredictable
- Technical expertise in quantitative or qualitative research methods.
- Excellent written and oral communication skills (in English)
- Proficiency in STATA, R, or Python.

WHAT'S IN IT FOR YOU

- **Competitive compensation. $4,725.85 – $5,608.40** gross monthly salary (exact grade determined by experience/interviews), medical insurance, pension contribution, and 25 days of annual leave.
- **Professional growth.** We are also committed to supporting our staff's learning, providing an annual learning budget of up to USD 1,000 per person and 10 days of time off for professional learning each year.
- **Flexibility**: Laterite has a hybrid work policy, with employees expected to work from the office three days per week and the flexibility to work from home for the remaining two days. Employees can also work remotely, away from their home office, for up to six weeks (30 working days) per year.

READY TO BUILD WITH US? NEXT STEPS

- **Application**. Submit your CV and cover letter through Laterite's online application system: **https://apply.workable.com/laterite/j/8D5CC8A675/apply/**
- **Analytical assessment.** Selected candidates will complete a technical exercise involving statistical analysis using Stata, R, or Python.
- **Interviews.** Candidates who successfully complete the analytical assessment will be invited to a first interview. The interview stage consists of up to three interviews.

DEADLINE

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

For questions about the role or application process, please contact jobs@laterite.com