We're hiring

Research Analyst

LOCATION	GROSS SALARY RANGE	CONTRACT
Kampala, Uganda	**$2,979 - $4,092(gross monthly)**	**Indefinite or one year renewable**

Laterite is looking for a new Research Analyst with an understanding of data analysis and a strong motivation to work in social and economic research to join our office in Kampala, Uganda. This role combines research design, data analysis, project management support, data quality analysis, and fieldwork coordination in a collaborative and fast-paced environment.

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.

THE ENVIRONMENT YOU'RE STEPPING INTO

You will join our team in Uganda 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 was founded in 2010 in Kigali, and our office in Kampala opened in 2018. Our project portfolio in Uganda is varied across multiple sectors, and ranges from data collection studies, where Laterite manages data collection for our clients, to full-cycle research projects, where Laterite is responsible for evaluation and sampling methodology, survey design and coding, data collection, data quality and analysis. The Uganda team has managed some of our largest data collection projects and phone surveys on topics spanning coffee agronomy, foundational learning and education, sexual and reproductive health, and renewable energy. Our team in Uganda currently consists of 5 team members.

TEAM STRUCTURE

You will report to the Research Manager and Uganda country lead, working closely with the research operations team and data quality colleagues across Laterite. You will have the opportunity to collaborate with research team members in other country offices

HOW YOU'LL MAKE AN IMPACT

1 Supporting research projects

— Support the ethical approval process, research design, and development of research instruments,
— Conduct quantitative and qualitative data analysis.
— Draft sections of reports and presentations for clients.
— Support communication with clients and internal project teams on project progress.

2 Contributing to data collection

— Code survey instruments using SurveyCTO and other ODK-based platforms.
— Collaborate with field teams to develop training materials and support enumerator trainings.
— Participate in field visits to understand and improve data collection processes.

3 Strengthening data quality and analysis

— Monitor, clean, and validate incoming survey data (by conducting high-frequency checks, for example).
— Work closely with field teams to resolve data quality issues.
— Support statistical analysis and interpretation of findings.
— Contribute to consultancy-quality reports and data-driven insights.

4 Contributing to business development (Optional)

If you are interested, there is also room to contribute to our business development efforts, either through proactive business development or by contributing to the development of technical and financial proposals.

WHAT YOU BRING

We are looking for a colleague with strong quantitative data analysis skills and a motivation to work on socio-economic development research. Specifically, you have:

— A completed Master's degree in Economics, Public Health, Development, statistics, or related fields.
— At least one year of professional experience in similar roles or tasks. (We welcome experience gained through internships, dissertation work, or participation in an academic research group, provided you can demonstrate how this experience meets the requirements of the role.)
— Strong quantitative data analysis skills and proficiency in Stata.

— Excellent written and oral communication skills in English

In addition, we welcome:

- Experience working with ODK-based platforms (e.g., SurveyCTO).
- Previous work experience in Uganda
- Additional software skills, such as knowledge of R or Python.
- Organizational and interpersonal skills, self-motivation and drive to work in a collaborative environment.

WHAT YOU'LL LEARN AND DEVELOP

— Technical research design, including sampling and impact evaluation methodologies.

— Project management and client communication.

— Advanced data analysis, statistical techniques, and coding skills.

— Report writing and presentation of findings in a consultancy-quality format.

WHAT'S IN IT FOR YOU

— **Competitive compensation. $2,979 - $4,092** gross monthly salary (exact grade determined by experience/interviews), medical insurance, pension contribution, and 21 days of annual leave.

— **Professional growth.** 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.

— **Flexibility.** We also provide remote work options in accordance with Laterite's remote work policy.

READY TO BUILD WITH US? NEXT STEPS

— **Online assessment.** Complete a 30-minute online verbal reasoning and quantitative assessment. No special preparation is required. **Link: https://form.jotformeu.com/262993195544571**

— **Application.** Candidates who successfully complete the online assessment will be invited to submit a brief screening questionnaire, along with their CV, through our online application system.

— **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