



Quantitative Researcher Full-time (Kampala) 19 December 2024

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ABOUT VASHI IMPACT GROUP

Vashi Impact Group (VIG) is a registered international development and humanitarian consultancy group. We are a group of an all-women-led agency leading from Black and Minority Ethnic backgrounds based out of London, New Delhi, Kabul and Kampala. VIG specifically seeks to address a feminist and intersectional agenda in across the globe. As a feminist organisation, we are inspired by the works of Bell Hooks, Maya Angelou, June Jordan, Angela Davis, Patricia Hill Collins, Pragna Patel, Nira-Yuval Davis, Avtar Brah, and Kimberly Crenshaw. Our team consists of individuals affected by war, people with disability, refugees, women, and individuals from minority backgrounds. Our team is based across the globe and maintain links with grassroots organisations, government agencies, development partners and the private sector. Apart from being fluent in English, VIG team members can communicate in a number of languages including Sign Language, French, Spanish, Arabic, Kurdish, Pashto, Farsi, Luganda, Somali, Amharic, Hindi, Urdu and Punjabi.

THE ROLE

This position is part of the Monitoring, Learning, and Evaluation (MEL) team and reports to the Head of Monitoring, Learning, and Evaluation, with additional oversight from the Executive Director. The consultant will work in a dynamic and rapidly growing organisation, responsible for producing high-quality monitoring and evaluation reports that meet exceptional standards. The role involves close collaboration with the Head of MEL and the Executive Director and supports the business development team in designing innovative quantitative methodologies, conducting research and evaluations, and assisting the MEL team with data analysis. The consultant must possess strong report-writing and communication skills, along with advanced quantitative analytical expertise and experience using tools such as SPSS, STATA, ODK/KOBO, and SurveyCTO. Key responsibilities include remotely training data collectors and enumerators on essential evaluation tools, managing fieldwork and data collection processes, and ensuring effective communication with clients through data presentations and report delivery. The consultant will also train and mentor the Evaluation Assistant and enumerators, monitor data quality, and maintain high standards throughout the evaluation process.

WHAT WE ARE LOOKING FOR

We are seeking a highly capable and motivated individual to join our team as a Quantitative Researcher. The ideal candidate must possess excellent writing skills and have a substantial background in research and/or evaluation. This role is designed for an individual eager to develop leadership skills and work at an international level with diverse clients. It is ideal for someone who is a proactive learner, takes initiative, demonstrates leadership potential, and is keen to grow professionally. While occasional travel to African, Asian, and European countries or local destinations may be required, we are accommodating of childcare or other family-related commitments, and travel is not mandatory. We are looking for a flexible team player who can present ideas clearly and concisely during internal and external meetings. A commitment to VIG and its principles of feminism is essential for this role. If you are ready to contribute meaningfully and grow within a dynamic and supportive environment, we encourage you to apply.

JOB CRITERIA

Essential	Desirable	Assessment
Master's degree in international development, quantitative methods, statistics, or a related field from an internationally recognised institute/university	PhD in a relevant area	CV
5+ years of experience in research/evaluation		CV
Experience developing quantitative tools and complex evaluation methodologies		Written test
Experience conducting randomised control trials, quasi-experiments		Written test
Proven experience in data analysis using Excel, STATA/SPSS		Written test
Proven experience using Survey CTO, KOBO, ODK, and other apps		Written test
Strong understanding of sampling strategies		Interview
Data management and quantitative analysis skills		Interview
Excellent proficiency in English (both spoken and written)	Knowledge of other languages is a plus	Interview, Written test
Excellent writing skills (provide an example of a previous report or similar work with your CV)	Publication record (e.g., evaluation report or similar)	Interview, Written test
Ability to work independently and take initiative		Interview
Experience working with an NGO and/or international development consultancy firms		CV
Highly motivated and a self-learner		Interview
Confident and able to communicate ideas clearly and concisely		Interview
Emotionally intelligent and practical		Interview
Ability to meet deadlines		Interview
Experience managing international donors/clients		Interview
Commitment to feminist principles and do-no-harm approach		Interview

WHAT WE OFFER

- Independent working environment
- Flexible working hours
- Technical training / learning opportunities
- International travel experience / exposure
- Mental health leave
- Performance-based rewards
- Time in lieu
- Remote work opportunities

SUBMISSION GUIDELINES AND THE DEADLINE

This opportunity is open only to those based Kampala. Priority will be given to Ugandan females, particularly young women and/or people with disabilities. To apply, please send your CV (no longer than 3 pages), a two-page cover letter, and a writing sample in English to hr@vashimpactgroup.com. In your cover letter, clearly explain how you meet the job criteria above with proven examples. Additionally, provide a list of two references from previous organisations, with one being from your current employer. Please ensure the position title is clearly stated in the subject line of your email. **Applications that do not meet the submission criteria or deadline will be disqualified.**

RENUMERATION AND DEADLINE

- The salary for this position will be determined based on the level of expertise and experience.
- The deadline to apply is 12 January 2025. Applications received after this date will not be considered.
- Expected start date for the position: 1 February 2025.
- The contract is for 1 year, with the possibility of extension.