Job Description: Research Analyst Consultant

Department Name:
Research and Data Analytics Department

Reports To:	Position Location:
Dr. Stellah Bosire, Executive Director.	Virtual with minimal possibility of travelling

About The Center

The Africa Center for Health Systems and Gender Justice is a Pan-African organization dedicated to promoting health equity and addressing social inequalities by implementing innovative strategies that challenge and reform the policies, practices, and investment patterns that perpetuate structural inequities. We define health equity as ensuring that everyone has a fair chance to achieve their full health potential, free from the disadvantages or exclusions caused by systemic barriers. At the Center, we highlight how issues such as poverty, marginalization, sexism, and income inequality contribute to health disparities, negatively impacting community well-being.

We collaborate with community-based organizations, advocates, and coalitions to build capacity and empower communities to reshape systems that have created these inequities. Our partnerships include public health professionals and grassroots organizations, with a focus on amplifying the voices and experiences of historically marginalized and underrepresented groups. Together, we create tools, frameworks, and strategies aimed at promoting prevention, gender justice, and health equity. Our team's combination of personal and professional insights is essential in crafting solutions that prioritize equity, improve community health, and enhance overall well-being.

Position Summary:

The Africa Center for Health Systems and Gender Justice seeks a Research Analyst Consultant to support evidence synthesis, develop community-based initiatives, and manage projects with internal and external collaborators. This remote role involves designing quantitative research projects, creating data visualizations, developing AI strategies, and contributing to knowledge-sharing through institutional communications. Key responsibilities include analyzing complex datasets, presenting findings to non-technical audiences, and providing technical guidance on data visualization. The ideal candidate will

have a Master's or Ph.D. in a related field, 2-4 years of relevant experience, proficiency in data visualization and quantitative analysis tools, and strong project management skills.

DUTIES & RESPONSIBILITIES

Key Responsibilities (include, but are not limited to)

- Design and development of compelling data visualization (maps, charts, and graphs) and dashboards using data sets from various sources.
- Providing visual, technical, and editorial guidance as it relates to data visualization.
- Research and develop Artificial Intelligence (AI) utilization strategies for internal and external practices and procedures that aligns with compliance for the purpose of streamlining efficiency.
- Advocate and contribute to the development of a learning mindset within and across teams.
- Design a quantitative research strategy from planning to execution that is supportive of our mission.
- Develop insightful proposals with innovative quantitative solutions to client problems.
- Build and strengthen the MERL team in various aspects of research and evaluation (develop positions, produce training, team building, and leadership materials).
- Demonstrated expertise in managing and analyzing messy datasets and translating results into concrete and practical applications for non-research audiences.
- Shape objectives by interpreting, analyzing and synthesizing research data into meaningful and insightful quantitative reports/presentations.
- Collect and analyze data with rigor and integrity and curate insights that are concise and appropriately accessible to other audiences.
- Analyze quantitative data, interpret statistics and draft findings, including data visualization.
- Clearly communicate the results of analytical work to non-technical audiences in both written and oral communication.
- Contribute to institutional communications (e.g., blog posts, articles, webinars, and conference papers) specific to quantitative research methodologies.
- Collaborate with other team members and stakeholders, in-person and/or remotely.
- Maintain the highest level of data security and client confidentiality.

EXPERIENCE & QUALIFICATIONS

- Master's or Ph.D. in a relevant discipline (sociology, statistics, political science, psychology, economics, data science) with relevant experience in social research techniques, with expertise in quantitative and experimental methods.
- 2 to 4 years of professional experience in a research role with a more quantitative focus, with at least 1 year of experience in a client service capacity.
- Good cartography skills.
- Ability to analyze, interpret, summarize data, communicate and present findings in ways understandable to decision-makers within the organization and externally.
- Ability to work creatively, think commercially, and have a flexible, innovative and analytical working style.

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- Experience working with a variety of public, private, nonprofit and grassroots organizational structures, governing bodies, including boards of directors, advisory boards, etc.
- Experience in the planning, executing, and reporting of projects, while ensuring quality and useful insights that lead to impactful decisions.
- Knowledge and experience of program evaluation principles, theories, concepts and practices, research methods and tools for observing and interpreting patterns.
- Ability to think strategically, remaining focused on goals and objectives, meet deadlines, be persistent, and solve problems as they arise.
- Strong interpersonal skills, supervisory experience, and the ability to communicate clearly with others (verbal and written), whilst coaching and encouraging team members.
- Ability to work closely within multidisciplinary teams, diverse personalities, and a wide variety of professional backgrounds and experiences.
- Solid project management of multiple projects, delegation and planning skills, high level of organization, attention to detail, and a self-starter.
- Proficiency with data visualization tools (Tableau, Python, R, etc.).
- Proficiency and understanding of various quantitative design and analysis tools (MPlus, SPSS Stata, R, etc.).
- Experience with using various types of Artificial Intelligence (AI) apps and bots for streamlining the efficiency of practices and procedures.
- Expert proficiency with MS Word, Excel, and PowerPoint.
- Excellent written and oral communication skills.

Desirable Qualifications:

- Independent thinker and able to anticipate the future needs of project
- Prior experience working with collaboratives, networks, organizations, partnerships
- Experience with creating and adhering to timelines and supporting teams to achieve goals and deliverables
- Comfort and use of project management tools (e.g., Notion, customer relations systems)
- Advanced knowledge of evidence synthesis scientific methods, steps, and capacity to manage and lead evidence synthesis research
- Utilize AI to rapidly assess qualitative and quantitative data to support evaluation and learning.

Send an application responding to the Job Description that includes a CV, a cover letter with three references to, **vacancies@healthsystemsgenderjustice.org** with the subject "Research Analyst Consultant". Address applications to the Executive Director.

Deadline for application is the **30th November 2024.** Only Shortlisted Candidates will be Contacted.