

REACH RESEARCH MANAGER – POPULATION MOVEMENT AND PROTECTION UNIT

(Reference: 21/HQ/RM01)

We are currently looking for a REACH Research manager to lead our Population Movement and Protection (PMP) unit in South Sudan.

Title: REACH Research Manager

Supervisor: REACH Country Coordinator

Location: Juba, South Sudan, with travel to field bases

Contract duration: 12 months

Start date: ASAP

BACKGROUND ON IMPACT AND REACH

REACH was born in 2010 as a joint initiative of two International NGOs ([IMPACT Initiatives](#) and [ACTED](#)) and the United Nations Institute for Training and Research (UNITAR) Operational Satellite Applications Programme ([UNOSAT](#)). REACH's purpose is to promote and facilitate the development of information products that enhance the humanitarian community's decision making and planning capacity for emergency, reconstruction and development contexts, supporting and working within the framework of the humanitarian reform process. REACH facilitates information management for aid actors through three complementary services: (a) need and situation assessments facilitated by REACH teams; (b) situation analysis using satellite imagery; (c) provision of related database and (web)-mapping facilities and expertise.

IMPACT Initiatives is a humanitarian NGO, based in Geneva, Switzerland. The organisation manages several initiatives, including the REACH Initiative. The IMPACT team comprises specialists in data collection, management and analysis, GIS and remote-sensing. IMPACT was launched at the initiative of ACTED, an international NGO whose headquarter is based in Paris and is present in thirty countries. The two organizations have a strong complementarity formalized in a global partnership, which allows particularly IMPACT to benefit from ACTED's operational support on its fields of intervention.

ACTED is a French humanitarian NGO, founded in 1993, which supports vulnerable populations, affected by humanitarian crises worldwide. ACTED provides continued support to vulnerable communities by ensuring the sustainability of post-crisis interventions and engaging long-term challenges facing our target populations, in order to break the poverty cycle, foster development and reduce vulnerability to disasters. Their interventions seek to cover the multiple aspects of humanitarian and development crises through a multidisciplinary approach which is both global and local, and adapted to each context. Their 3,300 staff is committed to responding to emergencies worldwide, to supporting recovery and rehabilitation, towards sustainable development.

COUNTRY PROFILE

IMPACT, through REACH, has been implementing programming in South Sudan since 2012. REACH expanded its programming to include the IDP response, participating in Initial Rapid Needs Assessments of conflict affected areas, providing mapping and monthly service provision analyses for major IDP sites around

the country, and running large-scale IDP return intentions assessments. 2018 saw the expansions of both IMPACT and REACH programming to 10 of 10 states, spanning the refugee, IDP and development responses, and covering diverse activities such as cross-border port monitoring, assessments of hard to reach areas, flood mapping and vulnerability analysis, market monitoring and supply chain analysis, analysis of tensions and conflicts over access to natural resources, and third party monitoring of humanitarian and development programming. In 2019, REACH expanded its role within the technical space, increasing involvement in Integrated Phase Classification (IPC), Needs Analysis Working Group, UN technical agencies, and academics. In response, REACH has also expanded into multiple new research cycle streams beyond humanitarian needs monitoring, including sector specific, population movement, and AAP research.

The Population Movement and Protection (PMP) Unit focuses on carrying out in-depth analysis on population movement, including displacement, migration, and returns, community perceptions of and preferences in the response, as well as broader contextual analysis. The unit carries out both longer term research projects as well as frequent ad hoc assessments, and engages externally with both technical and research agencies, and key analysis and working group forums to identify information gaps and provide support in linking analysis to decision making. REACH's PMP unit strategy follows three main pillars:

1. Identifying and monitoring key drivers, routes, and trends of population movement and the challenges faced by populations on the move in South Sudan, improving data quality, availability and analysis, and contextualising complex population movement and mobility patterns— including identifying and filling key information gaps.
2. Increasing data availability and analysis on accountability to affected populations (AAP) and communication and community engagement (CCE) to inform community-centred approach to response planning in South Sudan and working towards the mainstreaming of AAP within REACH South Sudan and the response.
3. Conducting and providing contextual analysis on the evolving humanitarian situation in South Sudan to nuance REACH's internal analysis as well as the wider response's understanding of the context to better respond to emerging needs, including through the Needs Analysis Working Group (NAWG).

POSITION PROFILE

FUNCTIONS

The Research Manager (RM) will be responsible for overseeing the development of the Population Movement and Protection (PMP) Unit, under the supervision of the IMPACT Country Coordinator and IMPACT HQ in Geneva. He/she will be responsible for the implementation and completion of the various work streams within the PMP Unit. He/She will be responsible for engaging with cluster partners, assisting and reviewing in related tool design, and provide technical support in validating and analysing PMP Unit products and research cycles. He/She will be responsible for engagement with technical forums and workshops, including the Needs Analysis Working Group, IPC Technical Working Group, and other relevant technical working groups. He/she will also be responsible for related logistics, partner coordination, reporting, grants management, and finance requirements and will be required to provide input to the strategic development of REACH in the country and region.

Summary

The RM oversees multiple work streams that serve to analyse movement and mobility in South Sudan to flag areas of concern where atypical population movement or widespread mobility restrictions are at risk of increasing humanitarian needs and identifying where vulnerable populations are— such as through port and road monitoring, a population movement baseline and tracking database, and area based assessments

(ABAs) in areas of return. Additionally, the PMP RM oversees REACH's AAP and CE work streams as well as a project assessing conflict sensitivity issues in the response through a partnership with Conflict Sensitivity Resource Facility (CSRF).

The PMP Unit's work includes a combination of monthly factsheets, ad-hoc assessments, and long form, deep dive research into better understanding and contextualising movement dynamics, AAP and community perceptions and preferences, and context analysis. Within each workflow, close coordination with the other Unit Managers facilitates the inclusion of population movement and contextual analyses into REACH's other work streams, including the Shock Monitoring Index (SMI) system housed under the Sectors Unit, as well as mainstreaming AAP and conflict sensitivity principles across the country mission.

REACH's work in the PMP Unit around improving data quality and availability also feeds into strengthening the feedback system between assessments, analysis and decision making through a variety of mechanisms, including information management and decision support systems and working groups of which the PMP Unit is directly providing technical support, such as the Needs Analysis Working Group (NAWG), the Communication and Community Engagement Working Group (CCEWG), the Risk Communication and Community Engagement (RCCE) Technical Working Group, the Sub-National Conflict Dynamics Working Group and other groups that often cross-cut the various clusters.

RESPONSIBILITIES

1. RESEARCH MANAGEMENT AND COORDINATION

1.1 Oversight and Expansion of Population Movement and AAP Research Cycles and Grants

The RM will be responsible for ensuring that all current research cycles are effectively implemented and meet contractual deliverables. The RM will ensure that all ToRs/information products/disseminations meet the quality standards and requirements set by the Country Coordinator and IMPACT HQ. Furthermore, the RM will work with external partners to ensure that the PMP research cycles remain relevant and useful for the informing humanitarian response and in collaboration with the Country Coordinator and Unit Managers, ensure that Population Movement and Protection Unit RCs are utilised in all appropriate forums.

The RM will also work on identifying new areas of research and key information gaps relevant to the projects and work towards further operationalizing and promoting the use of the Population Movement Baseline findings to inform analysis and decision making around vulnerable populations on the move as well as mainstreaming AAP principles within decision making in the response. He/She will play a critical role in discussing the extension and expansion of the work conducted under these two activities and seeking additional resources moving forward.

1.2 Responsible for partnership with Saferworld and Conflict Sensitivity Resource Facility (CSRF) to carry out collaborative research to provide contextual analysis in South Sudan

The RM will oversee REACH's engagement with CSRF as well as be responsible for ensuring the smooth development and execution of the project as well as ensuring the project continually meets its objectives and deliverables. The RM will work on identifying new areas of research and key information gaps relevant to conflict sensitivity and work in close coordination with the REACH Country Coordinator to further expand the project.

1.3 Engagement with Needs Analysis Working Group (NAWG)

The RM, in collaboration with the other Unit Managers, under the supervision of the Country Coordinator, will ensure effective engagement and leadership of the NAWG. He/She will ensure that the Population Movement and Protection Unit is able to feed timely and credible information into the NAWG, including insights from the population movement baseline and the population movement monitoring system, along with overseeing the consolidation of pre-meeting information, trends and contextual analysis, and provide technical support during the bi-weekly meetings. He/She will also work to ensure the NAWG expands its linkages to relevant decision-making bodies and agencies.

1.4 Engagement with relevant external partners

The RM, in close coordination with the REACH Country Coordinator and other REACH SSD Unit Managers, is responsible for coordinating cross cutting and in-depth research cycles and information, to support a further integration of population movement analysis. Additionally, He/She will regularly engage with relevant technical agencies or bodies around population movement, protection, and conflict sensitivity to support and add value to both data collection and analysis.

2. REACH REPORTING

The RM is responsible for overseeing all analysis from each PMP Unit product into IMPACT products such as factsheets, reports and briefs using standard formats. This includes following the designated timeline of reports to be submitted to project partners and donors. He/she must oversee the writing of timely and accurate assessment reports and factsheets, ensuring the quality and accuracy of technical information provided, as well as the confidentiality and protection of collected information. He/she will ensure that assessment reports contribute to aid coordination and planning and add to the general base of field knowledge in the country for all organisations working in the areas. He/she will also manage the drafting of donor narrative reports and contribute to the development of financial reports through regular budgetary follow-up. The RM will also store, organize and disseminate assessments, project documents and best practices among partners and potential partners. He/she will coordinate timely and accurate reporting to IMPACT.

3. STAFF MANAGEMENT

The RM is responsible for day-to-day management of Population Movement and Protection Unit assessment, field and GIS staff both directly and remotely. He/she is expected to guide and direct RECH staff and prepare and follow up work plans with each staff member that directly reports to him/her. The RM will be required to take the lead in the recruitment of REACH assessment staff in coordination with the ACTED HR Officer. This will include the preparation of ToRs, observation of recruitment procedures by planning recruitment needs in advance and undertaking interviews. The RM may be asked to take on additional workstreams as a member of the Senior Management Team (SMT), in coordination with the other research managers.

The RM will ensure that all assessment officers and field teams are comprehensively briefed on the objective, expected outputs and that the overall implementation strategy of any given activity is clearly understood. He/she will conduct regular check-ins with staff within the unit, ensure that deliverables are on track, as well as act as the main pastoral focal point for all staff. He/she will ensure that project/field staff are given training and complete all the necessary documentation in line with program requirements set by

4. IMPACT.EXTERNAL ENGAGEMENT

Representation of REACH in cluster and multi-sector meetings/ technical working groups in country and follow up on technical issues identified in cluster meetings in other parts of the country. This specifically will include liaising with external partners to identify potential for REACH data and analysis to be used to support the evidence-based decision-making in the humanitarian response.

The RM will further represent REACH vis-a-vis current and potential donors and communicate relevant information to the REACH Country Coordinator. He/she will participate in inter-NGO meetings and those of UN agencies and any other relevant inter-governmental institutions at the national or provincial level.

More generally, the RM is expected to contribute to the creation of a positive image and overall credibility of the organisation, notably through the application of IMPACT's mandate, ethics, values and standpoint with regards to other actors.

5. ACCOUNTABILITY TO COMMUNITIES AND BENEFICIARIES

The RM is responsible for ensuring that all interactions with South Sudanese communities are conducted in a respectful and consultative manner. Due attention must be paid to ensuring that communities are adequately consulted and informed about IMPACT programme objectives, activities, beneficiary selection criteria, and methodologies. This is the responsibility of every IMPACT staff member.

REQUIREMENTS

- Excellent academic qualifications, including a master's degree in a relevant discipline;
- Excellent analytical skills;
- At least 3 years' experience working in humanitarian settings required;
- Prior experience working on or leading assessments on population movement, displacement, or returns/durable solutions required;
- Proven experience managing international teams;
- Prior experience with AAP, community engagement (CE), and/or Protection work preferred;
- Prior experience in contextual analysis preferred;
- Excellent communication and drafting skills for effective reporting;
- Prior knowledge of the region, and specifically South Sudan, an asset;
- Familiarity with population movement monitoring/tracking systems preferred;
- Ability to operate in a cross-cultural environment requiring flexibility;
- Familiarity with the aid system, and understanding of donor and governmental requirements;
- Familiarity with effectively implementing DFID grants desirable;
- Fluency in English required;
- Ability to operate Microsoft Word, Excel and Project Management Software;
- Ability to operate Adobe Suite and basic GIS-skills preferred
- High level of autonomy and willingness to spend time in field and deep field locations;
- Ability to work independently
- A good sense of humour about bugs and bucket showers required;

CONDITIONS

- Salary defined by the IMPACT salary grid; educational level, expertise, hardship, security, and performance are considered for pay bonus

- Additional monthly living allowance
- Food allowance and lodging provided at the organisation's guesthouse
- Transportation costs covered, including additional return ticket + luggage allowance
- Provision of medical, life, and repatriation insurance + retirement package

HOW TO APPLY

Please send, in English, your cover letter, CV, and three references to jobs@impact-initiatives.org

Ref:

Please indicate the reference in the subject line of your email.

For more information, visit us at <http://www.impact-initiatives.org>