

## Research Manager

(Reference: 23|MOZ|RM01)

### BACKGROUND ON IMPACT AND REACH

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 with headquarters based in Paris and presence in thirty countries. The two organizations have a strong complementarity formalized in a global partnership, which allows IMPACT to benefit from ACTED's operational support in its fields of intervention.

**We are currently looking for a Research Manager to lead our Intersectoral unit in Mozambique.**

**Position:** Research Manager

**Contract duration:** 12 months

**Starting Date:** 1 February 2024

**Location:** Pemba, Mozambique

### COUNTRY PROFILE

Mozambique has been experiencing a multifaceted and enduring crisis over the past several decades. This crisis is characterized by a convergence of climate-driven shocks, poverty, and insurgency in the northern region. In Cabo Delgado, the northernmost province, a conflict has been raging since 2017, instigated by the Ahlu Sunna Wal Jama (ASWJ) Islamist militia and fuelled by pre-existing socio-economic marginalization, political and religious ideologies, as well as the exploitation of valuable natural resources. This protracted conflict has resulted in the displacement of hundreds of thousands of families, straining the region's limited capacity to address their needs.

In addition to the conflict, Mozambique faces constant risks related to natural hazards, including cyclones, floods, and droughts. The country ranks 11th globally and 3rd in sub-Saharan Africa in vulnerability to natural disasters. Mozambique's geographical location, topography, weak socio-economic infrastructure, and reliance on rain-fed agriculture contribute to this vulnerability. The population, already burdened by high poverty rates and a low Human Development Index, is particularly susceptible to the impact of these natural disasters. Cyclones and flooding pose significant threats to the coastal population, while droughts disrupt subsistence agriculture, driving food insecurity and malnutrition.

Following two brief missions in 2019 and 2023 in Mozambique, IMPACT will establish an in-country team starting in 2024. This team will be dedicated to delivering essential information regarding key humanitarian needs and supporting in the efficient prioritization of the humanitarian response.

## POSITION PROFILE

The Research Manager will be responsible for overseeing the development and strategy of the Intersectoral unit, under the supervision of the IMPACT Country Coordinator, and IMPACT HQ in Geneva. The candidate should be comfortable representing IMPACT with donors and be able to coordinate and liaise with a range of senior external partners. This position requires a profile that can be both analytical and managerial, as the Research Manager's job can range from coordinating with external partners (whether data actor, humanitarian cluster, or donor) to analytical oversight of research products to logistics.

## RESPONSIBILITIES

The Research Manager's responsibilities will include:

### STAFF MANAGEMENT

- Direct management of international and senior national team members, including recruitment and staff career management.
- Development and implementation of capacity training plans for team members;
- Day-to-day management of team members, including the development of work plans and performance indicators.

### PROJECT/RESEARCH CYCLE MANAGEMENT

- Ensure all assessments and analysis are planned and implemented in a structured and coherent manner, in line with relevant project and strategic objectives, and with global REACH guidelines;
- Oversee all research cycles, including reviewing ToRs, methodology notes, tools, products and dissemination strategies.
- Ensure the writing and production of timely, accurate and analytically rigorous reports, assessments, and factsheets;
- Ensure relevant stakeholders and partners are engaged in assessment design and planning;
- Monitor output achievement, project expenditure and ensure timely completion of the project.
- Actively advocate for the improving of analysis within REACH products, and using common methodologies, tools and analysis frameworks across units where relevant

### GRANTS MANAGEMENT

- Under the guidance of the Country Coordinator, manage grants in the Intersectoral unit, including initial discussions with donors, conceptualization of new projects, drafting proposals, regular reporting, and M&E;
- Under the guidance of the Country Coordinator, oversee the financial management of all grants covering the Intersectoral unit projects, including oversight of budget and expenditure;
- Ensure that contractual obligations are met in terms of programs deliverables.

### EXTERNAL ENGAGEMENT

- In coordination with the Country Coordinator, represent REACH with donors, partners, and the wider development community in Mozambique

### STRATEGY DEVELOPMENT AND IMPLEMENTATION

- Under the guidance of the Country Coordinator, develop the Intersectoral unit strategy, engagement

- and involvement with various technical and coordination forums;
- Work with key clusters and partner organizations and working groups to understand the various relevant information gaps within Mozambique and identify how the Intersectoral unit can fill these gaps;
- Contribute to the development and implementation of the REACH Mozambique country strategy;
- Develop and implement dissemination strategies to strengthen the impact of the Intersectoral programmes;
- Engagement with HQ on Intersectoral research and/or coordination and provide support to relevant IMPACT Global Community of Practices (CoPs).

The Research Manager will maintain the strictest confidentiality on all data collected and related processes. They will actively take measures to prevent the unauthorized sharing of any information and data belonging to IMPACT and its partners or collected during his/her assignment with IMPACT.

## REQUIREMENTS

- **Years of work experience** At least 4 years of relevant working experience in a humanitarian setting, such as program management, evaluation and assessments;
- **Research skills** Excellent quantitative and qualitative research design, data collection, and data analysis experience required;
- **Familiarity with aid system** Good understanding of the aid system and the research community. Prior experience with humanitarian coordination forums preferred;
- **Management experience** Demonstrated team management skills, including remote management;
- **Experience in geographical region** Past experience in the region/supporting is desirable;
- **Communication/reporting skills** Excellent communication and drafting skills for effective reporting and reviewing;
- **Cross-cultural work environment** Ability to operate in a cross-cultural environment requiring flexibility and work independently;
- **Academic qualifications** Excellent academic qualifications, including a master's degree in a relevant discipline;
- **Software skills** Proven knowledge of the Microsoft Office Suite, to include Word, Excel, and PowerPoint. Familiarity with R, SPSS and/or STATA or other statistical analysis software an asset
- **Security environment** Ability to operate in a complex and challenging security environment.
- **Language skills** Fluency in English and intermediate level of Portuguese required.

## COMPENSATION AND BENEFITS

- For this position, salary between 3'120 CHF and 3'240 CHF monthly (before income tax), etc as well as a monthly living allowance of 300 USD

- NB - IMPACT salaries are strictly determined by our salary grid depending on the grade of the position and the level of education of staff. A location-dependent security and/or isolation adjustment is then applied as a recognition that some staff are required to work in difficult places where living and working conditions are much more difficult than elsewhere.
- Accommodation and food provided in a guesthouse. Depending on the country situation, a contribution to a housing allowance of up to 75% of country-specific benchmark can be considered instead. NB – IMPACT is hosted by ACTED in this country.
- Enrolment in Swiss private pension fund (Swisslife – approx. 9.975% of staff gross salary), health insurance, life insurance and repatriation assistance
- On a case-by-case basis, accompanied status and relevant benefits can apply (health insurance and flight tickets for dependents, education allowance for children).
- Flight tickets every 6 months & visa fees covered (in-country travel costs and professional expenses are fully covered)
- Contribution to the luggage transportation: between 20 and 100 kgs, depending on the length of the contract (+ luggage and personal property insurance)
- Annual leave of 36 days per year. Public holidays of the country of assignment. Family/compassionate leave when applicable.
- Predeparture induction - 3 days at IMPACT Initiatives's HQ in Geneva + one week pre-departure training in ACTED HQ in Paris, including a 4-days in situ security training;
- Enrolment in IMPACT Initiatives Research Foundational Learning Programme within the first 3 months from the start of contract.
- IMPACT prioritizes the psychological safety of its staff and the health insurance provided covers, among others, up to 1000 € per year of psychosocial counselling fees.