

RESEARCH MANAGER MARKETS AND LIVELIHOODS UNIT IN AFGHANISTAN

Reference: 25|AFG|RM02|EXT

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 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 Markets and Livelihoods Research Unit in Afghanistan.

Position:	Research Manager
Contract duration:	6 months with possibility of extension
Starting Date:	1 June 2025
Location:	Kabul, Afghanistan

COUNTRY PROFILE

Afghanistan has endured 40 years of complex crisis, characterized by conflict, insecurity, regime change, and climate disasters. After the Taliban took over in 2021, the country was further affected by a collapsing economy and uncertainty about the future. The economic situation has stabilized in the years since but remains fragile – humanitarian assistance still provides much needed help for large population groups across the country.

IMPACT has been active in Afghanistan since 2016, launching its flagship REACH and AGORA initiatives in 2018. Working across all 34 provinces, the Afghanistan team's research supports and facilitates emergency response efforts immediately following conflict or natural disaster as well as more long-term oriented humanitarian planning, prioritization, resilience and recovery activities. IMPACT Afghanistan has three main research portfolios that focus on programming in each of these areas: one portfolio involves research around food, markets and livelihoods to inform the humanitarian cash response as well as economic livelihoods and food programming, the second focuses on inter-sectoral research that feeds directly into emergency humanitarian planning and prioritization, and the third uses area-based assessments and community-based research to support local solutions and accountability to affected populations in Afghanistan.

IMPACT Afghanistan's Markets and Livelihoods Research Unit includes several portfolios to support food security, cash, markets, and livelihoods actors across the nexus in Afghanistan – meaning delivering research that can inform both humanitarian and development actors. This research unit includes one of IMPACT's flagship research programs, the Joint Market Monitoring Initiative, which provides information that helps the Cash Working Group to set the value for its Minimum Expenditure Basket, as well as informing dozens of actors for their cash based programming. The unit also includes mapping initiatives looking at basic service units that can inform socio-economic planning for large actors such as the World Food Programme, and livelihoods zones mapping to support other food security actors. As Afghanistan continues to stabilize economically while still being marked by fragility, this unit will be well positioned to lead new research portfolios exploring existing data as well as new opportunities in markets and economic analysis.

IMPACT Afghanistan is looking for a dynamic Research Manager with excellent research skills to head the MLRU, managing existing research cycles and driving its strategic direction.

- **POSITION PROFILE**

- The Research Manager will be responsible for overseeing the development, strategy, and management of the Markets and Livelihoods Research Unit, under the supervision of the IMPACT Deputy Country Representative, the IMPACT Country Representative, 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, as well as manage and coordinate among multiple teams.
- The ideal candidate for this role has an economics background, is a creative yet analytical thinker, has strong managerial and research skills (including remote management), and is interested in growing a small but well-positioned unit into a strategic research entity in the Afghanistan response. The Research Manager is to drive the strategy and workstreams of the MLRU at a moment in Afghanistan where the situation continues to require both humanitarian and development assistance. On a daily basis, the job can range from coordinating with external partners (whether data actor, humanitarian cluster, or donor) to analytical oversight of research products to logistics.
- The Research Manager responsibilities include:
- **Staff Management**
 - Direct management of international and senior national team members, including recruitment, conduct of appraisals, as well as 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 MLRU 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 MLRU 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 and ensure timely completion of the project.
 - Actively advocate for improving the analysis within IMPACT and REACH products, and using common methodologies, tools and analysis frameworks across units where relevant
- **Grants Management**
 - Under the guidance of the Deputy Country Representative, manage grants in the MLRU, including initial discussions with donors, conceptualisation of new projects, drafting proposals, regular reporting, and

- M&E;
 - Ensure that contractual obligations are met in terms of programs deliverables.
- **External Engagement**
 - In coordination with the Country Representative and SMT, represent IMPACT and REACH with donors, partners, and the wider humanitarian aid and basic needs communities in Afghanistan.
 - Actively explore new opportunities for research collaboration with relevant external actors and continuously build relationships with food, markets, and livelihoods stakeholders to understand and map information gaps.
- **Strategy Development and Implementation**
 - Under the guidance of the Deputy Country Representative and Country Representative, develop the MLRU's 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 Afghanistan and identify how the MLRU can fill these gaps;
 - Contribute to the development and implementation of the IMPACT Afghanistan country strategy;
 - Develop and implement dissemination strategies to strengthen the impact of the MLRU programmes;
 - Engage with HQ on MLRU research and/or coordination;
 - Provide contextual and technical support and guidance for assessment teams across all units in the mission relating to markets, livelihoods, and economics research.
- The Research Manager will maintain the strictest confidentiality on all data collected and related processes. He/she 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

- ❖ Excellent academic qualifications, including a master's degree in a relevant discipline;
- ❖ At least 4 years of relevant working experience in a humanitarian or development setting, such as program management, assessments, evaluation – better if background is economics;
- ❖ Excellent quantitative and qualitative research design, data collection, and data analysis experience required;
- ❖ Demonstrated team management skills, including remote management;
- ❖ Excellent communication and drafting skills for effective reporting and reviewing;
- ❖ Demonstrated ability to engage with donors and senior coordination-level partners;
- ❖ Prior experience with humanitarian or development coordination forums such as CWG, Food Sec cluster, or other relevant coordinating body, preferred;
- ❖ Prior knowledge of the region an asset;
- ❖ Ability to operate in a cross-cultural environment requiring flexibility and working independently, as well an ability to think creatively.
- ❖ Ability to operate Microsoft Word, Excel required.
- ❖ Ability to operate Adobe Suite preferred.
- ❖ Skills in SPSS, R or related statistical software are considered an asset.
- ❖ Fluency in English required.

COMPENSATION AND BENEFITS

- ❖ For this position, salary between 2'900€ and 3'100€ monthly (before income tax), etc as well as a monthly living allowance of 500 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. 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
- ❖ This base is not a family duty station
- ❖ Flight tickets every 6 months & visa fees covered (in-country travel costs and professional expenses are fully covered)
- ❖ R&R after 2-3 months (flight ticket up to 500\$ + 200\$ of living allowance) if duty station allows
- ❖ 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' HQ in Geneva + one week pre-departure training in ACTED HQ in Paris, including a 4-day in situ security training;
- ❖ Enrolment in IMPACT Initiatives Research Foundational Learning Program 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.