

ANALYST – ACUTE HUMANITARIAN NEEDS

(Reference: SDN|25|A01)

BACKGROUND ON IMPACT AND REACH

IMPACT Initiatives is a humanitarian think-and-do tank based in Geneva, Switzerland. The organization aims to support evidence-based decision-making for humanitarian and development programming through data collection, analysis, and dissemination. IMPACT is the implementing partner of REACH, a multi-agency initiative created in 2010 that supports humanitarian actors to improve planning and decision-making through in-depth, reliable information and analysis.

All of IMPACT's programs are implemented in support of humanitarian coordination structures. IMPACT's team comprises specialists in data collection, management, and analysis, as well as experts in humanitarian response, GIS, and remote sensing.

We are currently looking for Analyst – Acute Humanitarian Needs to support our team in Sudan based in Uganda, Kampala.

Position: Analyst – Acute Humanitarian Needs

Contract duration: 6 months

Starting Date: 25 August 2025

Location: Uganda, Kampala

POSITION PROFILE

In response to the shifting humanitarian financing landscape, IMPACT is placing greater emphasis on producing **light, consistent, and decision-oriented analysis products**, which summarize available data and inform key decisions. This position will be working on a new flagship analytical output that provides a concise, actionable understanding of **acute humanitarian needs** across geographies and population groups within a crisis.

The **Analyst – Acute Humanitarian Needs** will be responsible for producing this analytical product at country level. This includes reviewing and synthesizing data, conducting structured analysis using IMPACT's global analytical guidance, and producing a short, high-impact external brief. The analyst will work closely with GIS, data, and design colleagues to incorporate visual elements into the final output.

The final analytical product will play a key role in informing humanitarian prioritization decisions, including—but not limited to—the Humanitarian Programme Cycle (HPC), HNRPs, and donor resource allocation.

RESPONSIBILITIES

DEVELOPMENT OF ANALYTICAL PRODUCT - ACUTE HUMANITARIAN NEEDS

- Lead the implementation and delivery of the analysis project at the country level, in coordination with the HQ

programme team.

- Align the rollout with global schedules and ensure adherence to IMPACT's analytical standards.
- Develop and maintain a strong stakeholder mapping and a network of collaborators at country level to enhance contextual understanding / monitoring.
- Ensure development of user-centered products and, where relevant, support joint analysis with relevant stakeholders.

DATA REVIEW AND CONSOLIDATION

- Collect and synthesize relevant secondary data from REACH assessments, UN agencies, INGOs, and public datasets (e.g., OCHA, FEWS NET, IPC), including via building and maintaining necessary relationships.
- Evaluate data reliability and identify critical gaps.
- Support decisions on the need for targeted, light-touch primary data collection.

ANALYTICAL PROCESS AND INTERPRETATION

- Apply IMPACT's global analytical guidance to produce structured, consistent, and context-relevant analysis of acute humanitarian needs.
- Use defined frameworks (e.g. Risk of Excess Mortality) to classify severity levels, population groups, and geographic areas of concern.
- Clearly document assumptions, limitations, and analytical reasoning.

OUTPUT PRODUCTION AND DISSEMINATION

- Draft the Acute Needs Analysis brief using standardized global templates and language.
- Collaborate with GIS and design colleagues to include maps, caseload tables, and other visual aids.
- Ensure internal review and validation of the product before dissemination.
- Present findings to clusters, working groups, and donors as needed.
- As needed, support the development of Global Key Messages based on country level findings.

LEARNING, INNOVATION, AND QUALITY ASSURANCE

- Participate in lessons-learned reviews and propose improvements to global analysis processes and guidance.
- Contribute to organisational learning on running analysis workstreams and contribute to reflections and development of additional analytical workstreams, in collaboration with country and global counterparts.
- Support internal knowledge sharing and analytical training at the country level.
- Stay updated on sectoral best practices and innovations in humanitarian analysis.

The Analyst 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

REQUIRED QUALIFICATIONS

- **3 years of relevant working experience** in a humanitarian setting, such as analysis, assessments, monitoring and evaluation and research design etc.;
- **Excellent academic qualifications**, including a master's degree or equivalent in a relevant discipline (e.g. international studies, development, humanitarian response, data science, political science, etc.);

TECHNICAL SKILLS:

- **Excellent analytical and critical thinking skills** with experience of interpreting complex data and producing clear, actionable insights.
- **Strong writing skills** and experience producing clear, concise briefs for external audiences.
- **Proficiency in Excel**, with experience of an additional analytical tool (e.g. PowerBI, SPSS, R, STATA, or Python) and an understanding of basic GIS processes and outputs an asset.
- **Familiarity with different qualitative and quantitative research methods**, with the ability to evaluate the quality of different data sources.
- **Understanding of humanitarian coordination systems**, including HPC and inter-agency needs analysis and assessments.

COMMUNICATION AND ORGANIZATIONAL SKILLS

- **Ability to manage complex workflows** and deliver high-quality outputs under tight deadlines.
- **Experience engaging with external stakeholders** (e.g. clusters, donors, UN agencies).
- **Fluency in English required**; additional languages required based on location (see 'Additional Requirements').
- **Comfortable working** in cross-cultural, fast-paced environments.
- **Sound judgment and emotional intelligence** in high-pressure or sensitive situations, strong interpersonal awareness and the ability to respond constructively to feedback and shifting priorities.

CONDITIONS

- For this position, depending on the seniority of the role and the location salary between 2'280 CHF monthly (before income tax), etc as well as a monthly living allowance of 300 USD
 - *NB - IMPACT salaries are strictly determined based on our salary grid, which takes into account both the grade of the position and the staff member's level of education. In addition, a location-specific security and/or isolation allowance may be applied to acknowledge the challenging living and working conditions in certain duty stations.*

- Accommodation and food provided in the guesthouse.
- Enrolment in Swiss private pension fund (Swisslife – approx. 9.975% of staff gross salary), health insurance, life insurance and repatriation assistance.
- Flight tickets at the beginning and at the end of the contract & visa fees covered (in-country travel costs and professional expenses are fully covered).
- Contribution to the luggage transportation: 23 kg of luggage allowance (+ luggage and personal property insurance)
- Annual leave of 36 days per year. Public holidays of the country of assignment. Family/compassionate leave when applicable.
- 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.