

RESEARCH MANAGER – RESILIENCE AND PROTRACTED CRISIS

Reference: 25|UKR|RM01

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 resilience and protracted crisis portfolio.

Department: IMPACT
Position: Research Manager
Contract duration: 12 months
Starting Date: September 2025
Location: Kyiv, Ukraine

COUNTRY PROFILE

IMPACT has been active in Ukraine since 2015. Working across all of Ukraine, including hard-to-reach areas, IMPACT's research supports and facilitates both emergency response efforts, as well as more long-term oriented resilience and recovery activities. IMPACT Ukraine has three research portfolios that focus on programming in each of these areas: the first covers the assessment and monitoring of humanitarian need that feeds into countrywide humanitarian prioritization, the second provides operational support to emergency aid in areas close to the frontline, and the third works closely with local authorities and civil society to address challenges associated with protracted crisis and recovery.

While critical humanitarian needs associated with the war persist, particularly in eastern/southern Ukraine, other locations in the country are in need of programming to address questions of resilience in protracted crisis. IMPACT's research portfolio in this area focuses on two areas: the first focuses on spatial planning and climate resilience. This provides area-based GIS, research, information management and convening support to local authorities and communities in the development of both socioeconomic recovery planning processes, and conflict-sensitive disaster risk reduction processes. The second focuses on research to address the longer-term and more complex challenges conflict-affected populations face as they adapt to life in an increasingly protracted crisis. Frequently working in collaboration with national civil society actors, this research includes a focus on durable solutions to displacement, equitable access to services for marginalized groups with specific needs, and efforts to transition from humanitarian to non-humanitarian modes of support.

REACH Ukraine is looking for a Research Manager to lead its resilience and protracted crisis work, managing existing research cycles and driving its new strategic direction, as of September 2025.

POSITION PROFILE

The Research Manager will be responsible for overseeing the development and strategy of IMPACT's resilience and protracted crisis work, managing a research unit and 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.

The role of the Research Manager is to drive the strategy and workstreams of their unit. This position requires a profile that can be strategic as well as someone who enjoys the complexity of big team management, as the Research Manager's job will include management of staff, analytical oversight of research products, strategic development of the Unit, and ensuring that the unit strategy is operationalized.

This is a senior position within IMPACT Ukraine, and the RM will sit on the Ukraine Senior Management Team (SMT).

The Research Manager's responsibilities will include:

1. Staff Management

- Direct management of a team of approximately 10 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.

2. Project/Research Cycle Management

- Ensure all unit assessments and analysis are planned and implemented in a structured and coherent manner, in line with relevant project and strategic objectives, and with global IMPACT guidelines;
- Oversee all unit 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 improvement of analysis within IMPACT products, and using common methodologies, tools and analysis frameworks across units where relevant

3. Grants Management

- Under the guidance of the Deputy Country Representative, develop and manage research programming, including initial discussions with donors, conceptualization of new projects, drafting proposals, regular reporting, and M&E;
- Under the guidance of the Deputy Country Representative, oversee the financial management of program and staffing budgets of unit projects, including forecasting and monitoring expenditure.
- Ensure that contractual obligations are met in terms of program deliverables.

4. External Engagement

- In coordination with the Country Representative and SMT, represent IMPACT with donors, partners, coordination bodies, and wider communities of practice in Ukraine.

5. Strategy Development and Implementation

- Under the guidance of the Deputy Country Representative, develop the 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 Ukraine and identify how the work of the unit should fill these gaps.
- As a member of the Senior Management Team (SMT), contribute to the development and implementation of the IMPACT Ukraine country strategy and mission structure.
- Develop and implement dissemination strategies to strengthen the impact of unit research.
- Engagement with HQ on unit 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. 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 setting, such as program management, evaluation and assessments.
- ❖ 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.
- ❖ Prior experience with humanitarian coordination forums preferred.
- ❖ Prior experience with research in conflict-related protracted crisis and recovery settings, with a specific focus on durable solutions to displacement, area-based recovery, and/or disaster risk reduction.
- ❖ Ability to operate in a cross-cultural environment requiring flexibility and work independently.
- ❖ 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; fluency in Ukrainian and/or Russian preferred.

COMPENSATION & BENEFITS

- ❖ For this position, salary between 3'200 CHF and 3'480 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 is provided, though staff are encouraged to get their own accommodation (housing allowance available).
- ❖ Enrolment in Swiss private pension fund (Swisslife – approx. 9.975% of staff gross salary), health insurance, life insurance and repatriation assistance.
- ❖ Flight tickets every 6 months & visa fees covered (in-country travel costs and professional expenses are fully covered).

- ❖ Contribution to the transportation of luggage: 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 Initiative's HQ in Geneva + one week pre-departure training in ACTED HQ in Paris, including a 4-day in situ security training.
- ❖ 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.