

IMPACT SENIOR ANALYST UKRAINE

(Reference: 26|UKR|SA01)

BACKGROUND ON IMPACT AND REACH

[IMPACT Initiatives](#) is a humanitarian NGO based in Geneva, Switzerland. The organisation manages several initiatives, including the [REACH](#) Initiative, [AGORA](#), and [PANDA](#). The IMPACT team comprises specialists in data collection, management and analysis, and GIS. 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 organisations have a strong complementarity relationship formalised in a global partnership, enabling IMPACT to benefit from ACTED's operational support in its fields of intervention.

REACH was born in 2010 as a joint initiative of two International NGOs (IMPACT and ACTED) and the United Nations 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**. REACH facilitates information management for aid actors through three complementary services: (a) needs and situation assessments facilitated by REACH teams; (b) situation analysis using satellite imagery; (c) provision of related database and (web)-mapping facilities and expertise.

We are currently looking for a Senior Analyst to support the IMPACT Ukraine mission.

Position: Senior Analyst
Contract duration: 6 months
Location: Kyiv, Ukraine
Starting Date: 1 April 2026

COUNTRY PROFILE

IMPACT has been active in Ukraine since 2015, working primarily in government controlled and non-government controlled areas of Donetsk and Luhansk. Following the full-scale invasion in February 2022, IMPACT significantly scaled-up its activities, operating across the whole country to support evidence-based planning and prioritisation. IMPACT Ukraine's research portfolios are structured across four strategic objectives:

1. Providing timely and relevant data and analysis to inform decision-making in response to new and evolving information needs.
2. Ensuring systematic and independent tracking of humanitarian needs and vulnerabilities to inform effective prioritization, accountability to affected populations, and coordination.
3. Making information and analysis available to support sustainable and community-focused planning, policy, and programming in response to longer-term challenges associated with the conflict.

4. Strengthening the capacity of civil society and authorities to use data to collaborate and respond sustainably to current and future needs.

IMPACT provides operational data and analysis to support the delivery of life-saving humanitarian aid in areas close to the frontline and informs countrywide humanitarian prioritisation. In addition, we work closely with partners and coordinating bodies to support stabilisation, early recovery, and community-planning initiatives that offer longer-term solutions to mitigate the effects of the war on individuals and communities.

FUNCTIONS

IMPACT is looking for a Senior Analyst to lead on analysis of acute humanitarian needs and community priorities in Ukraine, as well as providing cross-cutting analytical support to IMPACT's consortium partners.

The position will focus on producing the Ukraine **Acute Needs Analysis (ANA)**, one of IMPACT's flagship analytical products that facilitates objective comparisons of needs both within and across different crises. They will also work on rolling out and piloting a **Community Priorities Analysis (CPA)** capturing and analyzing what affected people identify as their most urgent priorities and preferences. The CPA seeks to complement deprivation-based analysis of the ANA by providing insight into self-reported needs, concerns, and preferences of affected communities. Both products seek to contribute to informing national and global humanitarian prioritization decisions. As the focal point for producing both outputs at country level, the Senior Analyst will be responsible for reviewing and synthesizing data, conducting structured analysis using and adapting IMPACT's global analytical guidance, and producing short, high-impact external briefs. The analyst will work closely with GIS, data, and design colleagues to incorporate visual elements into the final output.

In parallel, the role will work with IMPACT's consortium partners to **strengthen the strategic use of evidence generated across consortium activities**, ensuring that data, assessments, operational insights, and learning are synthesised and translated into actionable analysis to support integrated programming, coordination engagement, and advocacy. The position will involve cross-consortium analysis, liaison with partners, the production and/or quality assurance of analytical outputs, and strategic positioning of evidence within the broader humanitarian architecture. It will also work on complementing day-to-day monitoring and evaluation by consortium partners with more targeted synthesis of lessons learned and small-scale research on aspects of consortium work.

The position will be based in Kyiv, with regular engagement with partners and coordination fora anticipated.

RESPONSIBILITIES

The responsibilities of the Senior Analyst are wide-ranging and require someone who is analytically rigorous, strategically minded, and able to operate effectively across multiple platforms and stakeholders. These responsibilities include:

DEVELOPMENT OF ANALYTICAL PRODUCTS

- Lead the implementation and delivery of the ANA and CPA analysis projects at the country level, in coordination with the HQ programme team.
- 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.
- Apply and adapt IMPACT's global analytical guidance to produce structured, consistent, and context-relevant analysis of acute humanitarian needs and community priorities.
- Draft analytical outputs using standardized global templates and language, collaborating 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
- Contribute to organisational learning on running the ANA and CPA, in collaboration with country and global counterparts.

CONSORTIUM LIAISON AND COORDINATION

- Serve as the primary analytical focal point between IMPACT and relevant consortia, working closely with Consortium Managers, partner MEAL and programme teams.
- Develop and maintain good relationships with consortium focal points in order to identify and respond to analytical needs; attend regular consortium coordination processes (steering committees; M&E working groups); facilitate regular analytical exchanges to identify priority questions, evidence needs, and opportunities for integrated analysis.
- Provide regular briefings tailored to consortium partners' interests on trends emerging from IMPACT and other partner research and data, as well as offering bespoke analysis to consortium members on issues of interest on requests.
- In collaboration with IMPACT's capacity building officers and cross-cutting data and GIS team, identify and address relevant capacity building requests from consortium partners.
- Lead cross-consortium analytical reflection processes, including systematic reviews of impacts, lessons learned, and best practices, and facilitate the sharing of complementary findings with other relevant platforms (e.g. FCDO-funded consortia such as PULSE) to strengthen ongoing activities and inform the

design of future programming; where relevant, carry out light-touch primary data collection (e.g. interviews with partner staff and beneficiaries) to support these processes.

INTERNAL COORDINATION AND QUALITY ASSURANCE

- Work closely with IMPACT Research Managers and cross-cutting technical teams (GIS and data) to ensure insights from research are adapted for consortium use.
- Provide quality control and final review of consortium-level analytical outputs prior to dissemination.
- Contribute to institutional knowledge management, ensuring lessons learned and analytical products are documented and accessible.

DATA CONFIDENTIALITY AND DATA PROTECTION

- Maintain the strictest confidentiality on all data collected and related processes. Actively take measures to prevent the unauthorised sharing of any information belonging to IMPACT and its partners, or collected during their assignment with IMPACT.

REQUIREMENTS

- ❖ **Academic** Excellent academic qualifications, including a Master's degree in a relevant discipline (International Relations, Political Science, Social Research, Economics, Development Studies, etc.);
- ❖ **Work experience** 4 - 5 years of relevant work experience, including at least 2 years in international humanitarian responses;
- ❖ **Aid system** Familiarity with the humanitarian and development systems, and the research community;
- ❖ **Communication/reporting skills** Excellent communication and drafting skills for effective reporting, including proven experience contributing to high level presentations/briefings;
- ❖ **Research skills** Excellent research and analytical skills;
- ❖ **External engagement** Experience with external engagement (donors, partners and other key stakeholders) required; experience with durable solutions or early recovery actors strongly preferred;
- ❖ **Work environment** Solution-oriented, flexible, and open-minded, including ability to operate in a cross-cultural environment required;
- ❖ **Geographical experience** Knowledge of the Ukraine context an asset, but not required;
- ❖ **Language skills** Fluency in English required, competency in Ukrainian or Russian an asset but not required;
- ❖ **Security environment** Ability to operate in a complex and challenging security environment.

COMPENSATION & BENEFITS

- ❖ For this position, salary between 2'8200 CHF to 2'880 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).
- ❖ R&R after 2-3 months (flight ticket up to 500\$ + 200\$ of living allowance) if duty station allows
- ❖ 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.