

Assessment Specialist - Analysis

(Reference: 26|AFG|AS01)

BACKGROUND ON IMPACT AND REACH

IMPACT Initiatives is a humanitarian NGO, based in Geneva, Switzerland. The organization 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 an Assessment Specialist to contribute to cross-cutting analysis and thematic priorities.

Department: IMPACT

Position: **Assessment Specialist - Analysis**

Contract duration: 6 months (extension possible depending on funding)

Starting Date: 28 June 2026

Location: Mazar-i-Sharif, Afghanistan (with travel to Kabul and other locations)

COUNTRY PROFILE

The humanitarian response in Afghanistan remains one of the largest in the world, with 21.9 million people identified as in need of assistance in the 2026 Humanitarian Needs and Response Plan. The country is particularly vulnerable to climate change, with drought conditions affecting agriculture and livelihoods. Natural disasters, including flooding and earthquakes, remain prevalent – often causing displacement, damaging and destroying shelter and services, and disrupting livelihoods. Conflict remains a risk, with recent increase in conflict activity between Afghanistan and Pakistan. With millions of refugees in neighbouring countries, including Iran and Pakistan, forced return of refugees is also a driver of needs in the country.

Alongside this, since the De facto Authorities took control of the government in 2021, a range of restrictive policies have significantly restricted the rights of women and girls in society – leading to increased marginalisation and protection risks. The economic situation remains poor and authorities lack resources to run effective public services, with reliance on humanitarian assistance. As the USA was a major aid donor in Afghanistan, their withdrawal of all aid funding had a significant effect, for example on the closures of health centres. With political positioning of donor governments restricting a full development approach, a basic human needs response is increasingly complementing the humanitarian response across Afghanistan.

Against this backdrop, IMPACT Initiatives is planning a range of research activities to support an evidence- and needs-based humanitarian response. The Assessment Specialist will work to provide timely analysis from these products, provide longitudinal and cross-research analysis in line with thematic priorities, contribute to global analysis products, and combine IMPACT research with secondary data analysis for enhanced analysis products.

POSITION PROFILE

IMPACT Initiatives in Afghanistan is recruiting an Assessment Specialist to support its work in promoting evidence-based decisions across the aid response in Afghanistan (both humanitarian and basic human needs).

The candidate will perform a range of analysis tasks both supporting research units and teams, leading on certain research projects, and supporting IMPACT in developing thematic expertise through cross-cutting analysis, longitudinal analysis, and combining IMPACT data with secondary data sources.

This may involve both short-term and longer-term initiatives, ensuring that analysis from key research products is provided in a timely fashion, for example geographic or thematic briefs from the Multi-Sector Needs Assessment.

The Assessment Specialist will be required to engage within the aid architecture to both guide the initiation of analysis products and to disseminate effectively to a range of stakeholders.

RESPONSIBILITIES

The Assessment Specialist's responsibilities will include:

DEVELOPMENT AND DELIVERY OF ANALYSIS PRODUCTS

- Map opportunities within the response for analysis products to guide policy and programme decision-making.
- Work with Research Units and Teams, and Field Teams, to identify opportunities for analysis from IMPACT's research portfolio and provide support to or lead the process to deliver timely analysis briefs following data collection.
- Identify opportunities for longitudinal analysis or analysis linking multiple IMPACT research products, in particular in-line with thematic priorities outlined in the country strategy.
- Contribute to longer-term analysis pieces designed to inform strategic decision-making within the aid response.
- Ensure that IMPACT Afghanistan effectively contributes to IMPACT global analysis products.

DEVELOPMENT OF RESEARCH PRODUCTS

- Where identified by the (Deputy) Country Representative, support research design for IMPACT research products to link findings to identified research priorities.
- Lead the development of primary data collection research cycles as necessary designed to support specific analysis products or timely analysis in response to changes in context (including sudden

onset shocks).

CAPACITY STRENGTHENING

- Work with national staff within the research units and teams to identify staff with potential to develop analysis skills and provide on-the-job training opportunities for them to develop skills (in alignment with line managers).
- As required, support IMPACT capacity strengthening activities for Afghan organizations, as included in funded projects.

EXTERNAL ENGAGEMENT

- In coordination with the (Deputy) Country Representative, represent IMPACT/REACH with donors, partners, and the wider aid community in Afghanistan.
- Engage with operational stakeholders in the aid response to determine where additional analysis could support their work and ensure effective dissemination.
- Support IMPACT dissemination events as required, through producing presentations, summary briefs, or meeting reports.

STRATEGY DEVELOPMENT AND IMPLEMENTATION

- Under the guidance of the (Deputy) Country Representative, support the development of the team workplan, including engagement and involvement with various technical and coordination forums;
- Work with key clusters, partner organizations and working groups to understand the various relevant information gaps within Afghanistan and identify how and what analysis could fill these gaps.
- Contribute to the development and implementation of the REACH Afghanistan country strategy, including coordinating with the heads of other research and analysis units and teams;
- Develop and implement dissemination strategies to strengthen the impact of analysis products;

The Assessment Specialist 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

- ❖ **Work experience** Demonstratable relevant working experience in a humanitarian setting, such as programme management, evaluation and assessments;
- ❖ **Research skills** Excellent quantitative and qualitative research design, data collection, and data analysis experience required;
- ❖ **Analysis skills** – Demonstratable ability to analyse a range of complex datasets and produce compelling analysis in multiple formats.
- ❖ **Familiarity with aid system** Good understanding of the aid system and the research community. Prior experience with humanitarian coordination forums preferred;

- ❖ **Experience of work with climate change and/or gender issues** is desirable, whether from a research, analysis, or programmatic perspective;
- ❖ **Experience in geographical region** Past experience in the region/supporting is desirable;
- ❖ **Communication/reporting skills** Excellent communication and drafting skills for effective reporting, presenting, and reviewing;
- ❖ **Cross-cultural work environment** Ability to operate in a cross-cultural environment requiring flexibility and work independently;
- ❖ **Academic qualifications** A Master's degree in a relevant discipline is preferred. However, significant relevant work experience can be considered.
- ❖ **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 required, competency in Dari or Pashto is an asset.

COMPENSATION & BENEFITS

- ❖ For this position, salary between 3'050€ and 3'100 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 the guesthouse.
- ❖ Affiliation to French Social security (CFE) + health Complementary (Mobility Benefits) + Repatriation assistance (SOS International) + Private Pension Fund.
- ❖ Flight tickets every six months & visa fees covered (in-country travel costs and professional expenses are fully covered).
- ❖ R&R after eight weeks, flight ticket up to 500\$ + 200\$ of living allowance
- ❖ 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 - three days at IMPACT Initiatives' HQ in Geneva + one week pre-departure training in ACTED HQ in Paris, including a 4-days in situ security training (depending on previous inductions and security trainings taken);
- ❖ 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.