

Analyst / Senior Analyst

(Reference: 26|SYR|SA02)

BACKGROUND ON IMPACT AND REACH

Created in 2010, IMPACT is a Geneva-based NGO and the largest independent data provider in contexts of crisis. IMPACT aims to support a range of stakeholders in making better, more informed decisions in humanitarian, stabilization, and development settings. Through our team of assessment, data, geospatial, and thematic specialists, IMPACT promotes the design of people-centred research and sets standards for collecting and analysing rigorous, high quality data in complex environments. Over the past 15 years, IMPACT has been growing in size and geographic reach to become one of the largest humanitarian research agencies in the humanitarian sector.

IMPACT's teams implement assessment, monitoring, evaluation, and organisational capacity-building programmes in direct partnership with aid actors. IMPACT's team is composed of over 200 full-time international experts as well as a roster of consultants, who are currently implementing 50 programmes in over 30 countries across Africa, Middle East and North Africa, Central and South-east Asia, and Eastern Europe.

We are currently looking for an Analyst / Senior Analyst to lead cross-cutting analysis and output production for the Syria mission.

Department:	Cross-cutting
Position:	Analyst / Senior Analyst (title contingent on level of experience)
Contract duration:	6 months
Starting Date:	July 2026
Location:	Damascus, Syria

POSITION PROFILE

IMPACT is seeking a (Senior) Analyst to work with our Syria team, based in Damascus. The (S)A will be responsible for supporting or overseeing thematic analytical research portfolios that cut across mission research units and for building the capacity of IMPACT Syria staff to analyze data and share key analytical findings (portfolio will be contingent on level of experience). Currently, the Syria team's portfolio includes research topics around humanitarian planning and prioritization, market monitoring and economics, and durable solutions, supported by a range of methodologies and assessment types. The (S)A should be familiar with a broad range of methodologies and assessments, should have deep familiarity with at least one relevant research topic and an ability to quickly learn others, and should have an understanding of the Syrian context.

We are looking for someone with a sharp analytical mind, an ability to think creatively and work independently, and an interest in sharing knowledge with others. Candidates should have strong analytical skills as well as strong writing and presentation skills. The position will require a person who can learn quickly and move onto any research portfolio, analyse data, pull out relevant findings, write engaging briefs and factsheets, present findings to external audiences with various amounts of data literacy, and guide colleagues in how to think more analytically about their own research.

Depending on experience, the portfolio may also include support to and / or management of parts of research cycles, including research design, data collection, and analysis, as relevant to topics and analytical pieces. Candidates should be comfortable working and communicating across teams spanning assessment, field, data, and GIS.

RESPONSIBILITIES

The (Senior) Analyst will be focused on guiding and producing high-quality analytical products across IMPACT Syria's research portfolios. Responsibilities include:

- **Producing high quality analysis:** understanding and analyzing various datasets from IMPACT research cycles and secondary sources, situating these findings within research and context produced by other relevant agencies.
- **Program cycle management (as needed):** understanding key IMPACT Syria research cycles and how this research contributes to strategic response objectives, manage parts of a research cycle as necessary and required to achieve analytical goals (which could include research design, data collection, and analysis, as relevant for workstreams).
- **Build contextual understanding and stakeholder networks:** develop and maintain a network at country level to enhance understanding of the context and what useful outputs would look like, support joint analysis with relevant stakeholders, and keep up to date with Syrian context.
- **Draft outputs and support dissemination:** producing relevant outputs for different audiences according to interest and level of data literacy – including factsheets, briefs, presentations, etc., working with GIS and data colleagues to produce compelling visuals.
- **Contribute to learning across the mission:** promoting capacity-building across the IMPACT Syria mission to enable cross-mission deepening of analytical capacities and using existing research.

REQUIREMENTS

- **Strong quantitative and qualitative analysis skills:** experience interpreting complex data and the ability to evaluate the quality of different data sources.
- **Academic qualifications:** excellent academic qualifications, including a master's degree in a relevant discipline is preferred.
- **Understanding of response systems:** understanding of the HPC and inter-agency needs analysis and assessments, and experience engaging with a variety of stakeholders (clusters, donors, UN agencies) across the humanitarian response, understanding of nexus programming such as Durable Solutions, understanding of cross-cutting issues such as climate and gender a plus.
- **Excellent analytical and critical thinking skills:** a proven ability to identify trends, contextualize findings, and synthesize complex information into actionable insights for diverse humanitarian audiences.

- **Proficiency in quantitative analysis:** experience with analytical software (e.g. R, STATA, Python, PowerBI, SPSS, etc.), and an understanding of basic GIS processes and outputs an asset.
- **Strong writing skills:** experience producing clear, concise outputs for humanitarian audiences, which combine text and visuals for maximum impact.
- **Delivering at pace:** the proven ability to manage workflows and deliver high-quality outputs under tight deadlines and with shifting priorities.
- **Fluency in English required;** fluency in Arabic also an asset.
- **Comfortable working** in cross-cultural environments. **Experience in capacity building** around analysis a plus.
- **Resilience, sound judgment and emotional intelligence:** comfortable with working autonomously and creativity in proposing solutions. Patience when things don't go your way, and the resilience to continue in difficult situations.
- **Prior experience in Syria** would be a strong asset.

COMPENSATION & BENEFITS

- ❖ For this position, salary between 2'820 CHF and 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 in a guesthouse is provided as well as a stipend for food.
- ❖ 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 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's HQ in Geneva + one week pre-departure training in ACTED HQ in Paris, including a 4-days 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.