

SENIOR ANALYST – HQ Analysis Unit

(Reference: 26|HQ|SA01)

BACKGROUND ON IMPACT AND REACH

Founded in 2010 and headquartered in Geneva, IMPACT Initiatives is a leading applied research organization and the largest independent provider of data in crisis-affected contexts. Through our initiatives—REACH, AGORA, and PANDA—we enable humanitarian and other aid actors to make better, evidence-based decisions by delivering timely, relevant, and methodologically rigorous data and analysis. Our extensive presence across crisis-contexts allows us to collect data directly from crisis-affected people wherever needed, including among the most vulnerable and hard-to-reach.

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 a Senior Analyst to support our team in Geneva.

Position: Senior Analyst - HQ

Contract duration: 6 months

Starting Date: ASAP

Location: Geneva

POSITION PROFILE

In response to the shifting humanitarian financing landscape, IMPACT is placing greater emphasis on producing **comparable, decision-oriented analysis products**, which summarize available data and inform key decisions. This position will be working on key analytical workstreams that seek to inform three pillars: needs-based assistance, people-centred assistance, and effective assistance.

Under the supervision of the Analysis Unit Manager, the **Senior Analyst – HQ** will be responsible for quantitative analysis that informs these three pillars. This includes testing and refining methodologies for flagship products such as the Acute Needs Analysis (ANA), and conducting further R&D to strengthen underlying conceptual frameworks and shape the direction of the analysis unit strategy. The analyst will also support the roll-out of different analytical products such as the ANA in-country. They will work closely with the specialists leading the workstreams for each of the three pillars.

The final analytical products 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

The Senior Analyst's responsibilities include:

1. Development and refinement of analysis products

- Working closely with the Needs Based Specialist, use standard statistical softwares such as R, Stata or Python to test and refine existing methodologies for quantitative analysis of acute needs, including flagging areas with potential risk of large-scale loss of life, and estimating the magnitude of life-threatening needs. It is anticipated that this workstream will be the main focus of the analyst's work in the coming months.
- Support the Community Priorities Specialist as needed in the refinement of quantitative methods in the community priorities analysis
- Support the Effective Assistance Specialist in the development of pilot outputs for effective assistance. This workstream is still being developed, but work could include guidance on synthesising results from different assessments, or supporting country teams in the design of contribution evaluation studies

2. Country Support during Analysis and Output Production

- Provide remote or possibly in-person technical support to country teams during the roll-out and implementation of analytical frameworks, particularly the Acute Needs Analysis (ANA) in 2026-27, including troubleshooting coding in existing applications and developing and maintaining excel tools.
- Support country analysts in interpreting and applying global guidance to their context, including providing input on data sources selection, definition of units of analysis, indicator selection and interpretation. The analyst will be the focal point to support a portfolio of country teams for the ANA roll-out.
- Contribute to onboarding or training sessions as needed.
- Combined with product review and quality assurance, this workstream is expected to be a substantial proportion (up to 60%) of the analyst's workplan during Q4 of 2026 and Q1 of 2027.

3. Product Review and Quality Assurance

- Be responsible for the internal review of country-level outputs for portfolio countries to ensure analytical consistency and methodological rigour. Including providing feedback on assumptions, limitations, and clarity of messaging.
- Help maintain alignment with IMPACT's global standards, templates, and language.

4. Research key outstanding questions in IMPACT's conceptual frameworks

- As part of IMPACT's ongoing conceptual framework development, R&D priorities are being developed for needs-based, people-centred, and effective assistance. The analyst will support specialists in refining their respective frameworks. This may include leading research to testing key assumptions, conducting SDRs to address critical data gaps or facilitate expert discussions, guided by these R&D priorities.

5. Stakeholder Engagement

- Provide support on HPC and JIAF-related processes, including troubleshooting analytical challenges and coordinating with country teams and global stakeholders.

6. Learning and Innovation

- Participate in lessons-learned reviews and propose improvements to global analysis processes and guidance.
- Contribute to organisational learning on analysis workstreams and contribute to reflections and development of additional analytical workstreams, in collaboration with country and global counterparts.
- Support internal knowledge sharing within HQ and vis-a-vis country missions.
- Stay updated on best practices and innovations in humanitarian analysis.

The Senior 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

- ❖ **Years of work experience** 5 years of relevant working experience in a humanitarian setting, such as analysis, assessments, monitoring and evaluation and research design etc.;
- ❖ **Academic qualifications** Excellent academic qualifications, including a master's degree or equivalent in a relevant discipline (e.g. economics, statistics, development studies, international studies etc.);

COMPETENCIES:

- **Quantitative methodology design**; including ability to design and deliver research projects using econometric or statistical methods
- **Communicating data**
- **Interpretive analysis**
- **Collaboration**; the senior analyst will work closely with specialists within the analysis unit, as well as sectoral specialists in HQ and country-level analysts
- **Learning**
- **Producing quality results**
- Monitoring, evaluation and learning, and/or qualitative methodology design would be assets

SKILLS

- **Fluency in English required**; additional languages (French, Arabic, Spanish etc.) an asset.
- **Knowledge of R or another standard coding language**
- **Comfortable working in cross-cultural, fast-paced environments.**

COMPENSATION & BENEFITS

- For this position, gross salary between 5'360 CHF and 5'430 CHF monthly (before income tax). NB - IMPACT

salaries are strictly determined by our salary grid depending on the grade of the position and the level of education and experience of staff. A contribution to medical insurance of 489 CHF per month is already included in the salary figure.

- Insurance covering professional and non-professional accidents throughout the period of employment with IMPACT
- Health insurance, life insurance and repatriation assistance in case of field visits/temporary deployments
- Enrolment in IMPACT Initiatives Research Foundational Learning Programme within the first 3 months from the start of contract.
- Applicants must hold a valid work permit for Switzerland or be EU/EFTA citizens
- Up to 40% of remote work on a weekly basis