



Senior Research Manager

Based in Juba, South Sudan

(Reference: 26|SSD|SRM01)

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What is IMPACT Initiatives?

OUR AIM: IMPACT aims to shape practices and influence policies in humanitarian and development settings, in order to positively impact the lives of people and their communities.

Created in 2010, IMPACT is a Geneva-based NGO and the largest independent data provider in contexts of crisis. We aim to support a range of stakeholders in making better, more informed decisions in humanitarian, stabilisation, and development settings. We believe that a key pathway to better planning and decision-making is direct engagement with local communities.

How do we work?

IMPACT takes an initiative-based approach to structuring our programming. Each initiative has a specific aim, operational model, and portfolio of solutions.

REACH strengthens evidence-based humanitarian decision-making through efficient data collection, management, and analysis - before, during, and after an emergency.

PANDA improves the impact of humanitarian and development interventions through programme design, assessments, and monitoring & evaluation.

AGORA promotes localised and multi-sectoral aid action in support of the recovery and stabilisation of crisis-affected communities, in partnership with local stakeholders

Through our global team of research specialists, on average IMPACT publishes more than 1,700 information products on a yearly basis.

In 2010, IMPACT was launched at the initiative of Acted, an international NGO whose headquarters are based in Paris and is present in thirty countries. The two organizations have a strong complementarity formalized in a global partnership, which particularly allows IMPACT to benefit from Acted's operational support in its fields of intervention.

We are currently looking for a Senior Research Manager to join our South Sudan team, based in Juba

Position	Senior Research Manager
Contract duration	6 months, with high likelihood of extension
Location	Juba, South Sudan
Starting Date	September 2026
Application Deadline	31 August 2026

COUNTRY PROFILE

South Sudan has faced protracted crisis since gaining independence in 2011, marked by cycles of conflict, political instability, economic volatility, and recurring climate shocks, such as flooding and drought. Humanitarian needs remain vast and complex, driven by displacement, food insecurity, and limited access to basic services. Humanitarian assistance continues to be a lifeline for millions across the country.

IMPACT, through REACH, has been active in South Sudan since 2012, providing timely and reliable data to support humanitarian planning and coordination. The South Sudan team delivers data and analysis that inform both rapid response and long-term resilience efforts. Our work plays a critical role in shaping evidence-based decision-making within one of the most challenging humanitarian contexts in the world.

FUNCTIONS

Under the line management of the IMPACT Country Representative, the Senior Research Manager (SRM) is responsible for overseeing the implementation of research cycles within their unit, including the preparation, data collection, analysis, drafting, dissemination and evaluation stages. Throughout research cycles, the SRM engages with partners to promote their participation and maximize their impact. He/she also ensures an efficient and transparent use of resources required for project implementation. The SRM will lead research and analysis staff focusing on emergencies, food security, and needs analysis, as well as data and GIS colleagues. The SRM will work in close collaboration with the other unit to ensure workstreams are interoperable and leading towards improved prioritization efforts for stakeholders operating in South Sudan. With a strong emphasis on coordination and external engagement, this role will support strategy setting, advocacy for the use of robust data and analysis in decision-making, fundraising, among others.

RESPONSIBILITIES

IMPACT is seeking an experienced candidate, who has previously managed various teams and implemented projects in a complex humanitarian setting. The candidate should be comfortable representing IMPACT with donors and be able to coordinate and liaise with a range of senior external partners. The Senior Research Manager will be responsible for overseeing the development and strategy of their unit, under the supervision

of the IMPACT Country Representative and IMPACT HQ in Geneva. The position is based in Juba, South Sudan.

The Senior Research Manager is responsible for the following:

STAFF MANAGEMENT

- Direct management of international and national assessment team members, including recruitment, appraisals, and capacity building;
- Day-to-day management of team, including the development of work plans and performance indicators, and development and implementation of capacity training plans to improve efficiency and performance;
- Conduct regular check-ins with staff within the unit, and promote team building, productivity and staff welfare; Be available to provide regular support and technical backstopping;
- Take on additional work streams and management responsibilities as well as advise in strategic mission decision-making as a member of the Senior Management Team (SMT) as required, in coordination with the other research managers.

MANAGEMENT OF RESEARCH CYCLES

Assessment preparation and planning

- Ensure that all (Senior) Assessment Officers are comprehensively briefed on objectives and expected outputs of research cycles, and that the overall implementation strategy of any given activity is clearly understood;
- Ensure that required secondary data analysis has been conducted in preparation for an assessment;
- For each research cycle, review ToRs before they are sent to Geneva for validation and ensure that TORs are validated by HQ before data collection begins;
- Ensure relevant stakeholders and partners are engaged in assessment design and planning, data collection, and management.

Data collection

- Monitor data collection, ensuring correct implementation in line with agreed ToRs;
- Keep track of progress and delays of all assigned assessments throughout the research cycle;
- Ensure regular situation updates on data collection have been produced and circulated to relevant REACH, Acted and external counterparts. Provide support and follow up on identified challenges during the data collection process;
- Work closely with the Operations officer and field manager to ensure logistics, financial, administration, security and HR processes directly related to REACH are appropriately implemented, alongside the relevant Acted departments;

Product drafting, dissemination and evaluation

- Maintain regular communication with IMPACT HQ on progress and deadlines for written products;

- Ensure the drafting of timely and accurate assessment outputs (i.e. reports, factsheets, etc.) which comply with IMPACT's guidelines and quality standards;
- Review all unit products before they are sent to IMPACT HQ for validation and ensure that all written products are validated by IMPACT HQ before external release.
- Under supervision of IMPACT HQ, ensure that research products are uploaded in relevant data portals, as specified in Research ToRs;
- In consultation with the Country Representative, engage in the dissemination of research products, including through articles, IMPACT social media, targeted e-mails, coordination body presentations, and bilateral meetings
- Support to conduct monitoring and evaluation as specified in the research ToRs and in line with IMPACT Guidelines.

STRATEGY DEVELOPMENT AND IMPLEMENTATION

- Lead on identifying information gaps in line with humanitarian priorities, and identify advocacy and dissemination strategies to strengthen the impact of our work;
- Lead on formalising synergies with other assessment and knowledge management actors, as well as strategic partnerships with key humanitarian stakeholders and decision makers;
- As a member of the Senior Management Team (SMT), contribute to the development and implementation of the REACH South Sudan country strategy; and as Unit lead, coordinate the development of a Unit strategy.

EXTERNAL ENGAGEMENT

- Represent REACH/IMPACT in cluster and multi-sector meetings/technical working groups in country, contribute to REACH's involvement in the IPC, the JIAF process, the ICCG, and other high-level fora;
- In coordination with the Country Representative and Assessment Officers, present research findings to relevant partners, to enhance their use and impact;
- In coordination with the Country Representative, ensure that relevant partners are consulted and involved at all stages of research cycle: the preparation of the assessment; data collection; data analysis; review of research products; product dissemination; and lessons learnt;
- Ensure that external communications with partners and key stakeholders, including UN agencies, local and national government, and NGOs has been conducted and documented as appropriate;
- Support the IMPACT Country Representative in external engagement on REACH/IMPACT strategy or (when requested and with focal point) for fundraising and grants management.
- The Senior 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.

CONFIDENTIALITY AND DATA PROTECTION

- The Senior 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

- **Academic qualifications:** Excellent academic qualifications, including a Master's degree in a relevant discipline (International Relations, Political Sciences, Social Research, Development Studies, or similar).
- **Management experience:** Previous experience in a senior management role in an INGO at field level. Track record in successful management of international and national teams in humanitarian contexts.
- **Familiarity with aid system:** Familiarity with the aid system, and the research community.
- **Communication/reporting skills:** Excellent communication and drafting skills for effective reporting, including proven experience in contributing to high level presentations/briefings.
- **Years of work experience:** At least 5 years of relevant working experience. Any previous experience in South Sudan would be an asset.
- **Research skills:** Experience in assessments. M&E, field research, evaluations an asset.
- **Multi-tasking skills:** Ability to multitask with tight deadlines in complex environment.
- **Level of independence:** A self-starter with a proven ability to work independently.
- **Cross-cultural work environment:** Ability to operate in a cross-cultural environment.
- **Language skills:** Fluency in English required.
- **Security environment:** Ability to operate in a complex and challenging security environment.

COMPENSATION AND BENEFITS

- For this position, salary between 3'660 CHF and 3'720 CHF monthly (before income tax), etc as well as a monthly living allowance of 300 USD

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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 hardship places where living and working conditions are much more difficult than elsewhere.

- Accommodation and food provided in the guesthouse.
- 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 3 months (flight ticket up to 500\$ + 200\$ of living allowance)
- 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.
- 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.