

RESEARCH MANAGER

(Reference: 26|AFG|RM03)

BACKGROUND ON IMPACT AND REACH

IMPACT Initiatives is a humanitarian NGO, based in Geneva, Switzerland. The organisation 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 a Research Manager to scope out and set-up a new Research Team focussing on the Economy, Markets, and Livelihoods

Department: IMPACT

Position: Research Manager

Contract duration: 4 months

Starting Date: 1st December 2026 (preferred); 1st January 2027 (latest)

Location: Kabul, Afghanistan

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 IMPACT Deputy Country Representative (DCR) supports the Country Representative (CR) in overseeing programme strategy and implementation internally, as well as external representation of IMPACT.

POSITION PROFILE

Following the development of our new Country Strategy, IMPACT Afghanistan is planning to establish a new research team with the aim of providing relevant information to humanitarian and basic human needs stakeholders linked to the economy, markets and livelihoods in Afghanistan.

IMPACT Afghanistan is therefore seeking an experienced Research Manager with knowledge of assessment and analysis, to scope out a programme of work for this new team, through internal and external consultations. The Research Manager will be responsible for drafting concept notes and research ToRs that can be used to solicit funding for the start-up of the team.

The Research Manager will be responsible for building an understanding of the relevant aid strategies existing in Afghanistan and identifying relevant data and research gaps that could be filled. This will involve connections with international and national NGOs (including members of Cash Consortium of Afghanistan), the UN, and donors. The Research Manager will review existing research in Afghanistan (including the MSNA and Joint Market Monitoring Initiative) and also connect across IMPACT to understand similar research being conducted elsewhere that could be adapted for the Afghanistan context.

RESPONSIBILITIES

The Research Manager's responsibilities will include:

CONTEXTUAL UNDERSTANDING

- Assess relevant strategic, analytical, and operational documents to develop an understanding of the current priorities relating to the economy, markets and livelihoods for the aid response in Afghanistan.
- Mapping existing IMPACT data, other research, and other relevant information sources to understand relevant areas for potential assessment and research.
- Connecting with national and international NGOs, UN colleagues, and the donor community to understand their priorities and to identify where IMPACT research could support their programmes and strategies.
- Provide SMT and other staff members with key updates from these efforts.

DEPARTMENT STRATEGY DEVELOPMENT

- Engage with IMPACT colleagues in HQ and in other country programmes to identify existing assessment and research tools that could be adapted for Afghanistan.
- Develop a series of concept notes that can be shared with prospective partners or donors, to seek funding for the set-up for the new team.
- Develop/draft relevant research ToRs, enabling technical discussion and approval of potential research projects.
- Develop a light-touch team strategy that could subsequently be further developed based on the

eventual set-up and staffing of research activities.

- Coordinate with staff in the Cash Consortium of Afghanistan to identify potential assessment and research opportunities for the future of the Consortium.

RESEARCH MANAGEMENT

- As necessary, support the Humanitarian Coordination and Monitoring Unit in the delivery of research and analysis linked to Joint Market Monitoring Initiative and the Cash Consortium of Afghanistan.
- As required, work with the cross-cutting analysis team to support the develop of analysis products linked to the economy, markets, and livelihoods, which can better position IMPACT Afghanistan in this thematic field.

The Research Manager 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. Experience working with development responses is an advantage;
- ❖ **Thematic experience** Able to showcase experience in working with economy and market data in an aid environment'
- ❖ **Research skills** Excellent quantitative and qualitative research design, data collection, and data analysis experience required;
- ❖ **Familiarity with aid system** Good understanding of the aid system and the research community.
- ❖ **Management experience** Demonstrated team management skills, including remote management;
- ❖ **Experience in geographical region** Past experience in the region/supporting is desirable;
- ❖ **Communication/reporting skills** Excellent communication and drafting skills for effective reporting 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 training 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.