

Associate, Research and Evaluation (“RE”) – Nairobi, Kenya

Company Overview

The Pharo Foundation (the “Foundation”) is a privately-funded entrepreneurial organisation that runs philanthropic programmes as well as for-profit social enterprises. The vision of the Foundation is an economically vibrant and inclusive Africa. The mission is to achieve this vision by investing in the human and physical capital of Africa, with an emphasis on job creation.

Established in 2011, The Foundation has been implementing numerous programmes in Ethiopia and Somaliland and is in the process of expanding into Rwanda and Kenya. The strategic pillars of the Foundation are education, health, water, and agriculture. An example of a project is a girls’ boarding school in Western Ethiopia which provides secondary education for 240 pupils and is fully funded by the Foundation. Another is a large-scale water project in Somaliland that will soon bring water to 6,000 households and their livestock.

In 2020, the Foundation also established Pharo Ventures, its wholly owned social enterprise arm in East Africa. Pharo Ventures has already embarked on a series of ambitious businesses in Somaliland and Ethiopia in the construction and agro-processing sectors, and is about to launch its first Kenyan venture.

Headquartered in London, the Foundation has an operational HQ in Nairobi, Kenya with country offices in Ethiopia (Addis Ababa and Assosa), Somaliland (Hargeisa), and Rwanda (Kigali).

Position Summary

As the Foundation expands its work across Africa, there is an exciting, growing opportunity to employ the latest research and evaluation tools to measure impact and guide future strategies. Working alongside the Foundation’s Chief Research and Evaluation Officer (CREO), the Associate RE will play a critical role in building and operating an efficient, rigorous, and impactful RE department that will influence the selection and design of development programs in multiple countries.

Role: Associate, Research and Evaluation (“RE”)

Location: Nairobi, Kenya

Reporting to: Chief Research and Evaluation Officer (Nairobi).

Functional Relationships: Director of Education (Nairobi), Director of Health (Nairobi), Programme Managers, and Research and Evaluation Managers.

Primary Responsibilities:

1. Research and Evaluation

- Responsible for designing and implementing creative evaluations of the Foundation's current and future education, agriculture, water, and health projects.
- Identifying the best econometric approaches to measuring impact, considering local constraints.
- Managing day-to-day research and evaluation activities. These include:
 - Regularly assessing progress in the field;
 - Supervising and training field staff;
 - Ensuring that basic quality standards are met;
 - Cleaning and analysing data;
 - Contributing to the production of research reports.
- Regular travel to project locations in Ethiopia, Rwanda, and Somaliland, as needed.

2. Institutional / Administrative

- Helping the CREO build an integrated Research and Evaluation (RE) department within the Foundation, involving field staff in multiple locations. This will involve:
 - Creating/updating the institutional documents laying out the Foundation's research and evaluation approaches and strategy;
 - Writing guidelines for the Foundation's evaluation proposals, field data collection activities, cleaning and documentation standards, pre-analysis plans, and end-products.
 - Establishing a library of STATA and/or R codes for use across the organisation.

3. Other

- Assisting the Chief Research and Evaluation Officer (CREO) in other critical RE tasks and projects, including developing and engaging with a network of international development researchers and practitioners across the continent.

Required Skills and Attributes:

- Creative and entrepreneurial self-starter, with a focus on execution and results.
- Superior attention to detail.
- Ability to articulate complex ideas, summarize problems, and identify key lessons, clearly and effectively.
- Highly proficient in STATA and R, with experience writing statistical code for data management, cleaning, and analysis.
- Basic understanding of economics, econometrics, and statistics.

- Highly proficient with survey platforms, like KoboCollect or SurveyCTO.
- Excellent writing and presentation (e.g., PowerPoint) skills.
- Ability to manage field surveys, focus groups, and randomized evaluations.
- Ability to multitask and balance multiple work assignments.
- Most importantly, excellent interpersonal skills. In this position, you will be required to work efficiently with teams in a variety of different countries and contexts.

Required Qualifications:

- Bachelor or Master's degree in Economics, Statistics, or a related field.
- Strong track record of outstanding academic performance.
Minimum 3 years of fieldwork management experience, and preferably experience running a research project at an academically-oriented, development economics research organisation.

Application Procedure

Due to the expected high volume of applications, we regret that we will only be able to contact short-listed candidates. Review of applications will begin as soon as they are received, and only complete applications will be reviewed. In the event that an outstanding applicant is identified early-on in the search process, we reserve the right to appoint before the deadline. For this reason, we encourage interested and suitably qualified candidates to apply at the earliest possible opportunity. If you do not hear from us during this period, please consider your application unsuccessful.

Please send the information listed below, as a single PDF file to the following email address: **recruiting.ke@pharofoundation.org** and add the job title "Associate, Research and Evaluation" to the email subject line.

1. CV
2. Cover Letter. State in your cover letter where you heard about this position e.g. through the website, jobs board, referral etc.
3. A list of three recent references, with contact details (e.g., phone number and email address).