

## **SENIOR RESEARCH OFFICER**

### **POSITION DESCRIPTION**

#### **ORGANIZATIONAL OVERVIEW**

The Georgetown University Institute for Reproductive Health (IRH) is dedicated to improving the sexual and reproductive health of women, men and youth through a research-to-practice agenda. Our emphasis is on increasing access to and use of family planning, increasing fertility awareness through life-stage appropriate interventions, expanding access to fertility awareness-based family planning methods in an informed choice context, and developing scalable interventions to transform gender norms and catalyze the diffusion of social norms that support family planning. Cross-cutting themes in the Institute's work include the diffusion of social norms that support adolescent sexual and reproductive health, incorporating gender perspectives in reproductive health and scale-up of innovations. In partnership with a wide range of international and local organizations, IRH conducts research, builds capacity, and provides technical assistance to public and private-sector organizations in lower and middle-income countries and the U.S. The Institute is supported by grants from federal agencies and foundations.

#### **OVERVIEW OF PASSAGES PROJECT AND RELATED INITIATIVES**

IRH is currently implementing the Passages Project, a five-year (2015-2020) USAID-funded research, intervention, and technical assistance initiative focused on transforming social norms to **increase use of modern family planning and improve healthy timing and spacing of pregnancies by youth and first-time parents**. Applying implementation science principles, IRH and consortium partners – FHI360, JHSPH (GEAS), PSI, Save the Children and Tearfund – aim to explain what makes interventions effective in real world contexts, address socially complex issues including gender inequality, stigma and violence related to family planning (FP), healthy timing and spacing of pregnancies, and sexual and reproductive health (SRH), and focus on scalability, considering cost, complexity, and adaptability. By the end of this project, Passages will have: 1) established a body of rigorous evidence on scalable interventions and social norm mechanisms to support positive SRH/FP outcomes; 2) assessed interventions and built local capacity to plan and implement scale-up; and 3) advanced knowledge and increased utilization of evidence.

#### **POSITION SUMMARY**

IRH seeks an experienced implementation researcher with expertise in the research-to-practice continuum and strong skills in project management (partnerships, work planning, budget monitoring, and reporting), cross-organizational learning, monitoring and evaluation, partner engagement, scale-up, and technical leadership. They will also support the development of new strategic partnerships, funding opportunities, knowledge management, and research utilization efforts to further the Institute's vision and contribution to global leadership. They will have expertise and interest in several of the following areas: gender, adolescence, youth engagement, family planning, mixed methods research. The right candidate will have a proven track record of working collaboratively on implementation science initiatives and will support the ongoing implementation – and future creation – of creative, rapid and rigorous research to further the development of scalable innovations to improve SRH.

This intellectually challenging position requires a seasoned mid-career professional who is able to collaborate with implementation partners and stakeholders to enable effective project implementation and the translation of results into practice. They must listen critically and think and act creatively, collaboratively, strategically, cross-culturally and nimbly. They will also play a significant role communicating IRH's initiatives through excellent written outputs, presentations and representation at meetings and conferences, and participation in/coordination of project events and cross cutting technical fora. The ideal candidate will have a successful record developing effective relationships and partnerships and moving research into practice in diverse settings, including Africa. They will also have experience creatively applying a wide range of research methods (e.g. exploratory/diagnostic studies, desk review, barrier analysis, participatory rapid appraisal, situation analysis, structured observation, simulated clients, quasi-experimental design and evaluative studies). They will also have a recognized commitment to empowering individuals and communities to improve their SRH by shifting social and gender norms, increasing fertility awareness, ensuring informed choice of a broad range of family planning methods and addressing gender inequality, including positive engagement of men in SRH. They will be responsible for mentoring staff and partners and making important contributions toward the accomplishment of IRH's strategic imperatives.

This position will report to the Passages Project Director and have supervisory/mentoring responsibilities. International and domestic travel up to 30% may be necessary.

## **PERIOD OF PERFORMANCE**

Annual renewal pending performance and funding for the length of the Passages Project (up to 2020). This is an on-site position in Washington, D.C.

## **ESSENTIAL DUTIES OF POSITION**

### **1. Project Management & Coordination (45%)**

- Participate in management of projects, providing stewardship and vision
- Support strategic visioning, work planning and reporting for Passages overall and specifically for projects under their leadership
- Participate in regular meetings with donors as relevant, and as part of the Passages Leadership Team and Passages Management Team
- Contribute to discussions on project expenditure and budget management/expenditure review
- Supervise and mentor headquarters and field staff, interns and consultants, as necessary; support staff recruitment and development processes within the project

### **2. Partner Engagement and External Relations (15%)**

- Develop new strategic relationships and external partnerships
- Support resource mobilization efforts for the project and other IRH activities, including supporting the development of new donor relationships (both within and beyond USAID) and writing funding applications
- Support the engagement of USAID Missions in IRH work, including updating Missions
- Promote dissemination and utilization of IRH research and program results in a number of formats, including donor reports, institutional publications, journal abstracts and articles, conference presentations, and social media
- Represent IRH externally in ongoing alliances, networks, initiatives, and at meetings, events, and conferences

### **3. Technical Leadership (40%)**

- Coordinate costing activities within the project and provide support on activity-based costing to colleagues and partners
- Lead project Monitoring & Evaluation processes and provide mentorship to headquarter, field and partner staff
- Be an active member in relevant consultative meetings and networks

## **POSITION QUALIFICATIONS**

**You are a seasoned implementation researcher with a strong background in sexual and reproductive health...**

- 5 to 7 years' experience designing, implementing and evaluating family planning and SRH implementation research in developing countries and other low-resource settings, overseeing operations/implementation research in SRH, including formative research, proof-of-concept testing and evaluation research.
- Demonstrated experience in research-to-practice efforts, especially in applying research results to improve program performance and in ensuring performance indicators are achieved. Publication record desirable.
- A track record in managing donor/partner relations and building strong professional relationships and networks.
- Understanding of family planning/SRH programming.
- Experience facilitating cross-project learning and supporting synergies across initiatives.
- Experience in resource mobilization, including writing funding applications.
- Proven expertise facilitating collaborative work with diverse partners and donors engaged in complex projects and demonstrated ability to effectively and professionally represent your organization.

**You have a clear understanding of....**

- The global SRH field, including donors, technical assistance organizations, and critical issues.
- Social norms related to family planning/SRH, including gender norms and related social and behavioral change strategies (including gender transformative work, social network and diffusion).
- Project implementation and Monitoring & Evaluation processes.

**You are effective in communicating research results to promote utilization and have....**

- Excellent spoken and written French. FSI 3 or higher is required.
- Excellent written communication skills, including expertise preparing thorough, well-written and concise study protocols/proposals, research abstracts/executive summaries, reports, and peer review journal articles.
- Excellent verbal communication skills, including the ability to present to high level external forums and convey complex concepts in a clear and concise way and to help stakeholders act on the information.
- A sense of humor, resilience, and ability to demonstrate grace under pressure with multiple and shifting priorities.

**You are a senior manager and leader, with...**

- At least 5 years with mid-level management experience.
- At least 3 years of experience supervising and mentoring staff.
- Strong leadership skills in areas such as fostering team work, developing and motivating others (including coaching) and capacity building.
- Proven ability to work effectively in multi-cultural teams and with technical and administrative staff and consultants.
- Attention to detail and strong organizational skills.
- High ethical standards and outlook of respect and dignity for all people.
- Project and research management skills, including work planning, reporting, strategic planning, and budgeting.
- A deep commitment to global health and development issues.

**Your education, expertise and professional network includes...**

- Graduate degree in public health, social sciences, demography, or a related field. Master's degree is required. PhD is preferred.
- Demonstrated ability to design and implement multi-faceted research initiatives, ideally including qualitative and quantitative approaches.
- Proficiency in use of statistical analysis packages (e.g. SPSS, STATA, ArcGIS, ATLAS.ti) for qualitative and/or quantitative research.
- Familiarity with how USAID and the international donor community operate in supporting family planning/reproductive health programming. Experience working with the Bill & Melinda Gates Foundation is an advantage.
- Strong analytical and qualitative expertise and ability to communicate technical information clearly to technical and non-technical colleagues.

**Please email resume and cover letter to [irhresumes@gmail.com](mailto:irhresumes@gmail.com) with the subject line "Senior Research Officer" by April 27, 2018.** Applications will be reviewed on a rolling basis. Please specify where you found the job advertisement. No phone calls please.

*Georgetown University is an Equal Opportunity, Affirmative Action employer fully dedicated to achieving a diverse faculty and staff. All qualified candidates are encouraged to apply and will receive consideration for employment without regard to race, sex, sexual orientation, age, religion, national origin, marital status, veteran status, disability or other categories protected by law.*