



## **SENIOR RESEARCH OFFICER: PARTNERSHIPS, LEARNING & RESEARCH UTILIZATION**

### **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 (FP), 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 5-year USAID-funded Passages Project (2015-2020), a research, intervention, and technical assistance initiative focused on transforming social norms to increase use of modern FP 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 (HTSP), 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.

The Passages project is complemented by a Bill and Melinda Gates Foundation funded project titled *Learning Collaborative to Advance Research and Practice on Normative Change for Adolescent SRH*. Co-ordinated by IRH and FHI360, and supported by a Steering Committee with eminent researchers and practitioners, the *Learning Collaborative* seeks to facilitate collaboration between over 30 organizations working on adolescent sexual and reproductive health norm change initiatives, enhance collective efforts, build knowledge, and develop shared tools to promote and guide effective social norm theory, measurement, and practice at scale. In addition, IRH recently secured funds from the USAID Office of Gender Equality and Women's Empowerment (GenDev) to deepen understanding of existing work on normative change across different sectors, strengthen cross-sectoral gender norms programming, and develop a framework to address men's needs within different sectors across the lifecycle. Collectively, these efforts seek to build and share the evidence base and strengthen the capacity of the global SRH community to achieve long-lasting, widespread changes in social norms that support SRH/FP use among target groups.

#### **POSITION SUMMARY**

IRH seeks an experienced implementation researcher with expertise in the research-to-practice continuum and strong skills in project management, cross-organizational learning, partner engagement and technical leadership. S/he will be a key member of the IRH Passages senior management team and will work proactively with colleagues within IRH and the broader consortium. S/he will have strong skills in strategic visioning and work planning, budget review, monitoring and evaluation (M&E), and reporting. This person will play an important role in ensuring synergy across the activities of Passages and related initiatives, and in sharing of learning from this work to the broader Institute. S/he will play a leadership role within the Gates-funded *Learning Collaborative*, the GenDev-funded cross-sectoral activities and the

Institute's involvement in the USAID Interagency Gender Working Group (IGWG) Male Engagement Task Force. This person will also support the development of new strategic partnerships, funding opportunities, and research utilization efforts to further the Institute's vision and contribution to global leadership. S/he will have expertise and interest in several of the following areas: male involvement, intimate partner violence and family planning linkages, activity-based costing and cross-sectoral approaches, and ideally how these topics intersect with social and gender norms. The right candidate will have a proven track record of working collaboratively on implementation science – ideally for interventions focused on achieving normative change – and therefore able to support the ongoing implementation (and future creation) of creative, rapid, and rigorous research to further the development of scalable innovations to improve adolescent sexual and reproductive health. It is expected that this will be a faculty position at Georgetown University.

This intellectually challenging position requires a seasoned professional who is able to collaborate with implementation partners and stakeholders to enable effective project implementation and the translation of results into practice. S/he must listen critically and think and act creatively, collaboratively, strategically, and nimbly. S/he 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 forums. S/he will be responsible for mentoring staff and partners and making important contributions towards 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 35% may be necessary.

## **PERIOD OF PERFORMANCE**

IRH is willing to explore 70-100% employment options to secure the ideal candidate. Annual renewal pending performance and funding for the Passages project length (up to 2020). This is an on-site position in Washington, D.C.

## **ESSENTIAL DUTIES OF POSITION**

### **Project Management & Coordination**

- Participate in senior management of project, providing stewardship and vision
- Support strategic visioning and work planning within the Passages Project, Learning Collaborative, and cross-sectoral projects, including overseeing the quarterly review and revision of the Passages work plan
- Participate in regular meetings with USAID, the Gates Foundation, and GenDev and as part of the Passages Leadership Team (PLT) and Passages Management Team (PMT), including reviewing minutes of these meetings
- Contribute to discussions on project expenditure and budget management/expenditure review
- Support project M&E processes in collaboration with the Passages M&E team
- Contribute to the development and finalization of project progress reports to USAID, the Gates Foundation, and GenDev
- Participate actively in the planning, co-ordination, and facilitation of Annual Project Partner Meetings and events, including expert groups and technical forums
- Support synergy across the Passages Project activities, including with the Learning Collaborative and cross-sectoral activities
- Facilitate the sharing of project activities and learning within the broader Institute
- Supervise and mentor headquarters and field staff, interns, and consultants as necessary, and support staff recruitment and development processes within the project

### **Partner Engagement and External Relations**

- Provide leadership within the Learning Collaborative, including representing IRH to the Steering Committee and the Gates Foundation
- Develop new strategic relationships and external partnerships for Passages and IRH
- 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 other USAID Missions in the Passages project, including updating Missions on the Passages Project
- 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, and initiatives and at meetings, events, and conferences

## **Technical Leadership**

- Act as co-chair for IRH of the Interagency Gender Working Group (IGWG) Male Engagement Task Force, including representing IRH to partner organizations and USAID and organizing the Institute's related activities
- Manage activities on cross-sectoral normative change and the development of a male lifecycle in collaboration with GenDev
- Provide guidance and support to strengthen IRH's broader work on male involvement
- Provide guidance to IRH's work on the linkages between intimate partner violence (IPV) and family planning/sexual and reproductive health
- Co-ordinate costing activities within the project and provide support on activity-based costing to colleagues and partners
- Provide a technical sounding board and backstop on social norms and normative change for colleagues and partners
- Provide high-level technical review and input to other Passages outputs and public-facing documents (literature reviews, products, reports, etc.)

The ideal candidate will have a successful record developing effective relationships and partnerships and moving research into practice in diverse settings, including Africa. S/he will ideally speak French and have expertise conducting implementation research to develop and test innovative approaches to improving adolescent sexual and reproductive health. S/he 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). S/he will also have a recognized commitment to empowering individuals and communities to improve their sexual and reproductive health 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 sexual and reproductive health.

## **POSITION QUALIFICATIONS**

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

- 3 to 5 years of experience designing, implementing, and evaluating family planning and sexual and reproductive health implementation research in developing countries and other low-resource settings and overseeing operations/implementation research in sexual and reproductive health, 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 is desirable.
- A track record in managing donor/partner relations and building strong professional relationships and networks.
- Understanding of family planning/sexual and reproductive health programming.
- Experience leading design and implementation of interventions in coordination with partners.
- Experience facilitating cross-project learning and supporting synergy between colleagues' work.
- Experience in resource mobilization, including writing funding applications.
- Proven expertise facilitating collaborative work with diverse partners and donors engaged in complex projects. Demonstrated ability to effectively and professionally represent your organization.

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

- The global sexual and reproductive health field, including donors, technical assistance organizations, and critical issues.
- Social norms related to family planning/sexual and reproductive health, including gender norms, and related social and behavioral change strategies (such as gender transformative work, social network and diffusion).
- Current social norms theory and measurement approaches, and strategies to scale-up and costing of normative approaches, highly desirable.
- Positive male engagement/male involvement in FP/SRH.
- Linkages between intimate partner violence and family planning.
- Cross-sectoral approaches (highly desirable).
- Project implementation and M&E processes.

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

- Excellent written communication skills, including expertise preparing thorough, well-written, and concise study protocols/proposals, research abstracts/executive summaries, reports and articles for peer-reviewed journals.
- 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.
- Spoken and written French skills (FSI 3 or higher highly desirable).

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

- At least 3 years of senior management experience.
- At least 2 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 required, PhD preferred.)
- Demonstrated ability to design and implement multi-faceted research initiatives (ideally including qualitative and quantitative approaches).
- Data collection and analysis skills.
- Proficiency in the use of statistical analysis packages for qualitative and/or quantitative research (e.g. SPSS and AtlasTi); expertise in data processing software such as Access and Excel.
- Familiarity with how USAID and the international donor community operate in supporting family planning/reproductive health programming. Experience working with the Gates Foundation is an advantage.
- Strong analytical and qualitative expertise and ability to communicate technical information clearly to technical and non-technical colleagues.

*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.*

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