



Job Description RESEARCH AND DATA SCIENTIST

Location: Remote-global. The successful candidate can be based anywhere in the world, but work hours will need to overlap at least four hours with the 9-5 EST work day.

Job type: Full-time

Reporting to: Director of Program Quality and Learning

Program Unit: Monitoring, Evaluation and Learning (MEL)

Girl Rising Background and Mission

Girl Rising is a US-based non-profit whose mission is to use the power of storytelling to change the way the world values girls and their education. Girl Rising began in 2009 as a campaign with a film at its center, profiling nine girls around the world, each defying the odds and confronting barriers to education. Over the last decade, we have expanded both our storytelling and our educational programming work with local partners, as well as deepened how we measure and evaluate our work.

We have three main pillars of our work:

- **We Create** films, media content, and educational resources that tell the stories of girls, the realities they face, and the futures they desire- and the seismic ways in which educating girls transform families, communities, and entire nations.
- **We Collaborate** with organizations worldwide to support locally-led change that accelerates and strengthens quality education and greater opportunity for girls. In 2021, we worked with over 100 organizations across 12 countries, reaching an estimated 10 million girls and boys.
- **We Activate** change by inspiring individuals, from parents to presidents, to support action for girls' education and girls' rights. We strive to change mindsets, norms, and policies so that girls everywhere can go to school, rise, and thrive.

Girl Rising's curriculum encourages adolescents to reflect on their own experiences with and understanding of the negative effects of existing gender norms and biases; amplify their agency and build socio-emotional skills; and equip and inspire young people to take action to promote gender equality in their personal lives and communities.

In late 2021, we launched a centralized data management system - an indicator management and performance tracking application built on the Salesforce platform, and have been strengthening the use of this data management system since then. The application has added great value in tracking and defining Girl Rising's program indicators and documenting them in one central location. We now plan to look into the possibilities of expanding the system to allow for deeper, more robust processes like embedding measurement tools and generating system-based analysis. In 2021, Girl Rising also launched a comprehensive Monitoring, Evaluation, and Learning (MEL) framework after testing and refining it in three countries. The MEL unit is now prioritizing adaptation of the framework for other programs at Girl Rising to methodically measure the expected outcomes of various program initiatives and strengthen our internal research capacity to lead the work around data analysis and evidence-based reporting.

Position Summary

The Research and Data Scientist will serve as a key member of the Monitoring, Evaluation, and Learning (MEL) team, working collaboratively with program staff to collect, analyze, and manage the quality of GR program data from eight countries, and conduct in-house research. Since the culture of



in-house research and centralized data management is relatively new to Girl Rising, this role requires ongoing capacity building of team members who are continuing to learn and adapt. A majority of program team members work remotely in different parts of the world.

Responsibilities

Research

- Plan, coordinate, and conduct primary and secondary research and program evaluation activities for GR programs
 - Use research expertise to design and execute research projects, including the development of appropriate research designs, and strategies for data collection, analysis, and interpretation.
 - Design and develop surveys and focus groups; work with program team members to define research goals, and project scope and translate these into questionnaire items for surveys or protocols for focus groups.
 - Assess data across programs and identify quantitative and qualitative research opportunities to allow evidence-based and data-informed programming.
- Apply advanced qualitative and quantitative research methods to draw accurate conclusions for a given research project and develop written reports and summaries based on research findings - ensure written and oral communication of findings in accessible language for evidence-based reporting.
- Remain current on research, learning, and evidence that will inform GR's work and impact. Keep the in-house research directory updated; share key research findings from GR programs across education and gender networks.

Data management and analysis

- Work closely with program team members and the in-house system administrator to manage and upgrade the internal database based on changing/emerging program priorities.
- Identify program outcomes to be tracked over time and devise mechanisms to collect meaningful data to tell stories of change beyond reach numbers.
- Ensure timely quarterly reporting in close collaboration with program leads.
- Review data for reliability and integrity and generate dashboards for inclusion in interim and final reports, internal and external presentations, and grant applications.
- Manage and manipulate raw data from paper-based and online surveys, ensure data integrity and coordinate accurate data reporting internally and externally.
- Take the lead on any future significant expansions to the internal database to allow for deeper, more robust systems and processes.

Support Function

- Participate in proposal development processes to share insights and recommendations based on research and program data analysis, as needed.
- Advise on established program monitoring, evaluation and learning strategies, frameworks, plans and indicators to capture project performance and results.
- Support the development and reporting of various performance indicators, competitive analysis, benchmarking and gap analysis



- Remain informed about GR's curricula, tools and training on social and emotional learning, gender and various other themes, and media assets used across countries, the development of new curricula, and the adaptation of existing materials for use in new regions of the world.

QUALIFICATIONS

- A postgraduate research degree
- 5 - 7 years of experience in conducting research and managing program-related data at nonprofit organizations, preferably in the areas of education and gender.
- Experience in managing database systems; knowledge of Salesforce is a plus.
- Demonstrated analytical and critical thinking skills.
- Ability to analyze, model and interpret data.
- Ability to self-start and work independently as well as collaborate well with others, including staff in different locations.
- Excellent organizational skills and attention to detail, ability to help drive projects to completion and multi-task.

CONTRACT & COMPENSATION

Salary: Since this is a remote position, the salary will be commensurate with the candidate's location and work experience.

Hours of work: This is a full-time (40 hours per week) position and may have a varying workload. Probation period included.

Contract duration: One-year contract - starting as soon as possible. The contract extension will be subject to the incumbent's performance and availability of resources at Girl Rising.

APPLY

To apply, please send a resume, cover letter, and salary expectation to Khuzama Khan at khuzama@girlrising.org by **Sunday, 17 September 2023 at 11.59 PM EST** with the **subject line "Research & Data Scientist"**. Due to the volume of responses, only those selected for an interview will be contacted.

Girl Rising is committed to creating a diverse environment and is proud to be an equal-opportunity employer. All qualified applicants are encouraged to apply. Due to the volume of the applications we receive, only shortlisted applicants will be contacted.