

Mkombozi

Empower. Engage. Enable.



CAREER OPPORTUNITY: Research Officer

LEVEL: Operations - Technical / LOCATION: Moshi, Tanzania

■ **POSTED: October 14, 2011** ■ **CLOSING: November 4, 2011** ■

The role of research is to build an evidence-based practice for Mkombozi's work with children and young people. This is a high-level, strategic position intended to provide leadership, diligence and imagination to the Research department. Your mission is to take forward Mkombozi's new research and baseline information for the implementation of the new strategic plan.

You will work closely with the Director and the M&E Officer to ensure that Mkombozi research informs Mkombozi's strategic plan, programmes, fundraising, advocacy and communications initiatives. You will be responsible for implementation of all of Mkombozi's research initiatives including research design, piloting of new methodologies, data analysis and report writing.

Key roles and responsibilities:

- Initiation and management of Mkombozi's research initiatives.
- Supervision and management of Research Interns and volunteers.
- Supporting the M&E Officer in development of research ideas and presentation of them as detailed proposals for donors.
- Assisting M&E Officer in data collection and analysis for Mkombozi's M&E systems.
- Writing of research reports and submission to scientific journals as articles.
- Support M&E officer in the organization of a bi-annual census of street-involved children to track the dynamics of street-involved child populations and bi-annual baseline study on perceptions of child abuse in communities.
- Training programme staff in research techniques and research issues.
- Presentation of field data gathered at international conferences.

Qualifications and experience:

Candidates from varied backgrounds will be considered; however individuals applying for this position should have minimum of 2 years professional experience in non-governmental organizations, research, international development or monitoring & evaluation. Candidates should also have demonstrable skills in project planning and project cycle management; experience in development, implementation and follow-up of projects; skills in document and report writing; as well as experience in data analysis programs such as Excel, SPSS, Access etc.

Please also note that exceptional communication skills are needed for this position, particularly the ability to explain financial concepts to laymen. The ability to appreciate and articulate the distinctive ethos of Mkombozi, to manage staff, and to work both independently and with Tanzanian and foreign staff will be critical to the success of this post.

Minimum qualifications:

Bachelor's degree or higher, preferably in the field of social sciences, psychology or a related. Formal experience in research to Masters level is a significant advantage.

Skills and experience:

- Minimum of 2 years professional experience in non-governmental organizations, research, international development or monitoring & evaluation.
- Skills in project planning and project cycle management.
- Experience in development, implementation and follow-up of projects.
- Skills in document and report writing.
- Experience in data analysis programs such as Excel, SPSS, Access etc.
- Innovative & creative, familiarity with participatory research methods is a plus.
- Ability to present complex and difficult issues to persons with varying levels of understanding and experience.
- Knowledge of societal trends and influences, especially regarding vulnerable children.
- Skills in active listening, social perceptiveness, problem solving and decision-making.
- Exceptional verbal & written communications.
- Demonstrates critical thinking.
- Demonstrates good judgement.
- Ability to strategise independently and as part of a collective decision-making process.
- Adaptability and sensitivity to the cultural environment.
- Meet deadlines.
- Fluency in English and Kiswahili (written and spoken) is preferred.

Child Protection Policy:

As a child-focused organisation, Mkombozi is committed to the protection of children; therefore all selected candidates will: successfully participate in a Child Protection screening; and will receive background checks for "working with vulnerable people" in accordance with Mkombozi Child Protection Policies and Procedures.

Terms and conditions:

Salary and benefits will correspond to Mkombozi's salary structure and employment policy / procedures. Beginning as soon as possible, positions are full-time offered for a period of 24 months with the first 3 months as a probationary period. Applicants that qualify will be required to undergo a recruitment process that includes a series of interviews and opportunities to apply and demonstrate skills.

■■■ Application Procedure ■■■

Send your application by e-mail OR post (details below). Please include a resume and cover letter, clearly demonstrating how you meet the qualifications of this position. We thank all candidates, but due to the volume of applications received, only those who are short-listed will be contacted.

Tanzanian applicants will be prioritised.