

Nairobi Associate, Analyst, Intern roles

Location: Nairobi, Kenya

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About IDinsight

IDinsight helps global development practitioners generate and use rigorous evidence to amplify their impact. We use cutting edge measurement techniques to support "best in the business" clients across sectors, including national governments, top NGOs, and innovative social businesses. We have supported multiple organizations in East Africa including UNICEF, the Kitui Government, the Tanzanian Ministry of Health, Acumen impact investor, Juhudi Kilimo agribusiness, and Results for Development charity. We are innovators in decision-focused measurements and evaluation, and are rapidly expanding throughout Africa and Asia.

Visit www.IDinsight.org for more information on our story, services, values, and team.

Analyst, Associate, and Intern Role Content

IDinsight Associates, Analysts, and Interns are high-performing, talented early career professionals who support program design, plan and conduct analysis of rigorous impact evaluations, manage field teams, and liaise with clients and holders.

Consider an example of a recent project: IDinsight is engaged by an African government to help increase treatment coverage for child pneumonia. Our task is to design and rigorously test three policy reforms to help the client decide which policy to implement at scale. The Analyst, Associate and Intern roles, with support from a Manager and an IDinsight Partner/Director, participate in many aspects of this engagement, including:

Background Policy Analysis and Program Design

- Identify the client's most important questions to map potential theories of change
- Review literature, interview experts and visit field sites to help design high potential interventions

Rigorous Impact Evaluation Design and Analysis

- Help design a rigorous impact evaluation of chosen interventions that balances statistical rigor with the client's timeline, budget, and implementation constraints
- Design an efficient data collection strategy and survey questionnaires
- Perform initial statistical analysis of results using Stata software
- Help write high-quality policy briefs and presentations to deliver recommendations to client

Management of Field Survey Team and Data Entry Process

- Recruit, hire, and manage a team of field surveyors
- Spend significant time managing IDinsight field team and relationships with key local officials and leaders – possibly in deep rural locations
- Ensure high quality data collection and data integrity

Client Liaising

- Build strong relationships with appropriate client counterparts
- Help determine client's priority questions and operational constraints
- Facilitate adherence to evaluation design

Professional Development

Skill and career development is core to IDinsight values and long-term impact strategy, and has been noted as a highlight of the Analyst, Associate, and Intern experience. Analysts, Associates, and Interns receive significant mentorship from IDinsight leadership and are given considerable autonomy when shown to be ready. Analysts, Associates, and Interns maintain professional development plans and are given "stretch" opportunities designed to strengthen desired skills. Real-time feedback and structured reviews are regularly provided to maximize each Analyst's, Associate's and Intern's expertise.

Qualifications and Differences between Associate, Analyst, and Intern

Associate (Full time, 2 year commitment)

- 0-3 years of relevant professional experience after undergraduate or Master's degree.
- Highly relevant experience and academic studies plus technical skills (econometrics, economics, experience designing rigorous impact evaluations, field research, survey design)
- Professional maturity and leadership ability

Analyst (Full time, 2 year commitment)

- 0-3 years of professional experience after undergraduate or Master's, but do not yet have relevant experience or technical skills
- Demonstrated strong quantitative skills
- Clear commitment to a career in evidence-based social impact
- Will be hired and trained by IDinsight in order to progress to the Associate role

Intern (Preferably full time but open to part time, at least 3 months commitment)

- Current students in the course of their studies or recently graduated, who demonstrate strong interest in learning about a career in rigorous evidence
- May be considered for full time employment if strong performance during internship

Ideal requirements for all roles

- Commitment to serving the less advantaged
- University training in engineering, mathematics, economics, finance, computer science, social sciences, statistics or other related fields
- Demonstrated quantitative ability
- Strong written and oral communication skills
- Interpersonal skills to connect with all stakeholders from schoolchildren to senior government officials
- Team player
- Entrepreneurial spirit
- Intellectual curiosity
- Sense of humor

Start Dates

Various starting dates during 2017. Analysts and Associates require minimum two years commitment with regular professional development conversations and potential for a long-term career at IDinsight. Interns require short term commitment (at least 3 months); preferably full-time but open to a part-time role.

To Apply

Please use [this application link](#) to apply by deadline of **February 28, 2017**. You will be asked to fill in information (including standardized test scores, relevant coursework, references) and submit relevant documents (CV and brief cover letter). Any questions should be directed to <mailto:kenya.careers@idinsight.org>.

These positions are strictly for Kenyan citizens. Only short-listed candidates will be contacted. IDinsight is an equal opportunity employer.