



## **ASSOCIATE/ANALYST/INTERN PROGRAM**

**Locations: Offices in Africa (Kenya, Senegal, South Africa and Zambia)**

### **About IDinsight**

IDinsight designs, deploys, and promotes evidence-generating tools that help people eliminate poverty worldwide. We tailor gold-standard methodologies to practitioner needs and enable continuous improvement by using the right tools at the right time. We serve governments, foundations, NGOs, and socially-impactful businesses across many sectors including health, education, agriculture, governance, financial inclusion, energy, and sanitation. IDinsight is a pioneer in using rigorous data to drive development decisions, with recognition from Forbes, Foreign Policy Magazine, PopTech, and Echoing Green, among others.

### **About the Associate/Analyst/Intern Program**

IDinsight Associates/Analysts/Interns are high-performing early-career professionals interested in social impact, global development, data and statistics, monitoring and evaluation, project management, and client services. The Associate/Analyst/Intern experience is varied, with responsibilities ranging from office-based data analysis and client interactions to field-based team trainings and data management. Associates also contribute directly to IDinsight's growth and evolution by taking leadership roles in their office and rotating onto a variety of internal initiatives.

Examples of recent IDinsight Associate/Analyst/Intern roles:

- Building a data visualization tool for the Indian government
- Coordinating the writing of a white paper on how measurement projects fail
- Assisting with the implementation of an agricultural intervention in rural Mozambique
- Conducting research on digital identity in India
- Developing, piloting, and implementing internal systems for the Global Operations team
- Coordinating a 10,000-household survey in rural Nigeria for a global health evaluation
- Conducting qualitative assessments for a low-cost private school network in Uganda

### **Professional Development**

Skill and career development are core to IDinsight's values and long-term impact strategy, and have been noted as highlights of the Associate/Analyst/Intern experience. Associates/Analysts/Interns receive significant mentorship from IDinsight leadership and are given considerable autonomy when shown to be ready. Associates/Analysts/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 growth.

### **Alumni Placement**

Alumni of the Associate/Analyst/Intern program have been well-prepared to pursue outstanding educational and professional paths. Associates progressed to managerial roles within IDinsight and joined leading private and nonprofit institutions, such as Bain & Company and One Acre Fund. Alumni have also continued to graduate programs, including Duke Sanford School of Public Policy Doctoral program, Harvard Business School, Harvard Kennedy School, Harvard Law School,

Princeton Woodrow Wilson School of Public and International Affairs, MIT Sloan School of Management, Yale Law School, and University of California- San Francisco Medical School.

## **Qualifications for each role**

### **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

## **Locations**

Associate/Analyst/Intern positions will be based in Kenya (Nairobi), Senegal (Dakar), South Africa (Johannesburg), and Zambia (Lusaka) with possible significant regional travel dependent on project needs and possibilities to move as we open new offices.



## Compensation

Salary and benefits competitive with similar roles. Dependent on geography.

## Start Dates

Various start dates in 2018.

## To Apply

There are different applications for the Associate/Analyst/Intern Program. Applicants should apply based on their most recent academic affiliation. Questions on each application reflect different academic systems.

- If most recent academic affiliation is an **African** institution, please apply via the [Africa application](#). Application deadline is **11:59 PM EST, October 23, 2017**.
- All others should apply via the [Global application](#). Application **deadline** is **11:59 PM EST, October 23, 2017**.

More information, including spotlights of current and past Associates, can be found online at [IDinsight Careers](#). Any questions should be directed to [careers@IDinsight.org](mailto:careers@IDinsight.org).

Only short-listed candidates will be contacted. IDinsight is an equal opportunity employer.