

## POSITION ANNOUNCEMENT

Title: Senior Researcher  
Category: Monitoring, Evaluation, and Learning  
Reports to: Sr. Manager, Monitoring, Evaluation and Learning  
Location: Kansas City, San Francisco  
Effective: June 2016

### Introduction

660 million people – about one in ten – lack access to safe water. More than twice that many, 2.4 billion people, don't have access to a toilet. These are the people Water.org serves. We are a global non-profit based in Kansas City, Missouri working to ensure safe water and sanitation for all. We go beyond traditional approaches to safe water and sanitation, addressing the underlying causes of this global crisis and innovating to deliver large-scale and sustainable change. Co-founded by Gary White and Matt Damon in 2009, Water.org has impacted more than 4 million lives and transformed thousands of communities in Africa, South and Southeast Asia, and Latin America. Learn more at <http://water.org/>

### Position Summary

The primary purpose of the Senior Researcher is to design, generate, and manage a wide variety of water and sanitation research and evaluation projects to assess program and business model effectiveness, and contribute to Water.org's evidence and knowledge base to support program implementation and scale. This is a collaborative and facilitative role that demands focus and cultural sensitivity, and requires a highly-resourceful individual with strong emotional intelligence, self-motivation, and analytical skills.

The Senior Researcher will work on the International Program (IP) team within its Monitoring, Evaluation and Learning (MEL) unit and work with other members of the Water.org team within the IP and Global Advocacy teams and across other departments, as well as with staff members based in the US and Water.org country offices.

### Key Responsibilities

#### *Research*

- Lead in the development and implementation of Water.org's research strategy and manage associated project, work, and budget plans.
- Design, generate, and manage research projects, including longitudinal studies, operational and business model evaluations, outcomes/effectiveness analysis, and case studies.
- Manage and oversee research and evaluation consultants.
- Lead in the design of research methods and tools.
- Contribute to the development of Water.org's insights and evidence base for achieving impact through its interventions.
- Respond to in-house research queries.

#### *Data analysis and dissemination*

- Conduct research and analysis using qualitative and quantitative methods.
- Develop charts, figures, and analytical text for briefs and reports of research findings.
- Disseminate research findings to various stakeholders.

- Contribute to reports, research papers and learnings.
- Assist in devising methods and procedures for collecting, cleaning, organizing and processing data.

### **Management Responsibility**

- Individual contributor with no subordinates

### **Scope Data**

- Make recommendations to Senior Manager regarding monitoring and evaluation practices
- Has authority and decision-making responsibility on projects and activities managed
- Consults with the MEL and regional programs teams to formulate questions for assessing impact and outcomes
- Provides direction and support to the Monitoring and Evaluation Associate

### **Skills and Competencies**

- Customer Focus – Building strong customer relationships and delivering customer-centric solutions, for internal and external audiences.
- Nimble Learning – Actively learning through experimentation when tackling new problems, using both successes and failures as learning fodder.
- Responsive-flexible to organizational and partner needs and research interests.
- Drives Results – Consistently achieving results, even under tough circumstances.
- Collaborates – Building partnerships and working collaboratively with others to meet shared objectives.
- Self-development – Actively seeking new ways to grow and be challenged using other formal and informal development channels.
- Optimize Work Processes – Knowing the most effective and efficient processes to get things done, with a focus on continuous improvement.
- Manages Ambiguity - Manages ambiguity by operating effectively, even when things are not certain or the way forward is not clear.
- Instills Trust – Gaining the confidence and trust of others through honesty, integrity, and authenticity.
- Financial Stewardship - Demonstrates fiscally responsible decision making as applicable to one's role.
- Demonstrated experience with effectively utilizing appropriate research and statistical software.
- Experience conducting & translating research findings.
- Ability to convey complex data or findings in accessible, informative manner.
- Awareness of international development issues, particularly water/sanitation and microfinance.
- Self-starter, able to deliver under minimal supervision

### **Requirements**

- Master's degree in statistics, international development studies, economics or an appropriate related field.
- At least 6 years of designing and implementing research and/or conducting evaluations outside of graduate degree program.



- Strong knowledge of research and evaluation methods and approaches.
- Ability to analyze and synthesize information and draw conclusions and produce reports.
- Strong writing and analytical skills, including fluency in a statistical software package such as Excel, STATA, SPSS or R.
- Experience evaluating interventions, especially in development work.
- Must be authorized to work legally in the United States.

### **Travel Requirement**

Must be willing to travel up to 5-10% of time domestically and internationally.

### **Salary/Benefits**

This position offers full-time benefits, including medical/dental insurance, life and disability insurance, retirement program and periodic review for merit and incentive pay based on organizational and personal achievement. Salary will be based on education and experience, and will coincide with similar nonprofit organizations in international development.

### **Application Information**

Please apply at <http://water.org/about/careers/>. Please title your attachments with lastname, firstname. Submissions will be reviewed as they are received.

**PLEASE DO NOT CONTACT US FOR STATUS UPDATES.**

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