



Job Announcement

**Director of Research, Evaluation and Learning
Promundo-US, Washington, D.C.**

December 2020

Overview

Promundo-US, an international non-governmental organization (NGO) working to promote gender equality and prevent violence, seeks a full-time Director of Research, Evaluation and Learning to work in its Washington, D.C. office. This position forms part of Promundo's Research team, the members of which are mostly based in D.C.

About Promundo

Promundo is a global leader in promoting gender equality and preventing violence by engaging men and boys in partnership with women and girls and individuals of all gender identities. We believe that working with men and boys to transform harmful gender norms and unequal power dynamics is a critical part of the solution to achieve gender equality. Promundo's formative research and rigorous evaluation, evidence-based programs, and targeted advocacy efforts strive to create change at multiple levels. Promundo generates high-quality, impactful research and evidence to advance gender equality, healthy masculinity and violence prevention, including survey research, formative studies and rigorous program evaluations. Since 1997, Promundo's initiatives – in collaboration with partners in more than 45 countries - have reached nearly 10 million people through programs and training, campaigns and community engagement; and over 2 billion potential viewers through media, resulting in broader awareness around gender equality and violence prevention, as well as changes in attitudes and behaviors related to intimate partner violence; sexual and reproductive health and rights; and domestic work and caregiving, among others. For more information, visit: www.promundoglobal.org.

Job Description

Promundo-US is looking for a motivated and passionate candidate to join us as the Director of Research, Learning and Evaluation. Our office is located in Washington, DC. Though all staff are currently working remotely, this position does require the Director of Research, Evaluation, and Learning to be based in the DC area. The Director will form part of the Senior Management team and report to the Vice President of Programs and Research. The position has management and technical oversight of all facets of research that Promundo develops and implements, ensuring proper team management, program delivery and quality control. The position is full time and requires up to 40% travel (once work travel resumes after the pandemic). The primary responsibilities of the Director of Research, Evaluation and Learning are to:

1. Direct and manage the organization's research portfolio – which includes research on masculinities within the context of health promotion, violence prevention, sexual and reproductive health and rights, fatherhood and parenting, unpaid care work, conflict and security, and women's economic empowerment - including responsibility for overseeing annual operational goals and budgets for research.
2. Together with Promundo's leadership and staff, maintain and advance Promundo's position as a thought leader and an innovator in using evidence for practice, including developing new initiatives to support the strategic direction and growth of the organization.
3. Provide technical leadership and guidance on research and evaluation, and support growth of core research and evaluation competencies and practices to elevate Promundo's overall performance and hold staff, consultants and fellows to high standards on all studies and projects.
4. Together with Promundo's Senior Management, assess and identify priority areas and participate in fundraising, including (1) maintaining donor relations, and (2) cultivating new funding opportunities and identifying potential funding sources for research and (3) supporting the VP for Research and Programs and the Business Development team in developing concept notes and writing proposals.
5. Nurture strategic partnerships with local, regional and global allies and stakeholders, and identify new opportunities for collaboration in research and evaluation, with a commitment to ethical, feminist and intersectional research and partnerships.
6. Work closely with Senior Management and Communications team to develop effective and broad research dissemination channels and strategies.
7. Supervise research staff, independent consultants and fellows, working with them and the VP of Programs and Research to adequately plan projects' scopes of work, timelines, activities and deliverables, as well as identify and troubleshoot problems in a timely and effective manner. Supervisory responsibilities will be carried out in accordance with Promundo's policies and applicable laws including, interviewing, hiring, training staff, planning, assigning and directing work; reviewing performance, including conducting yearly performance evaluations to assess, monitor and evaluate the skills, performance and professional development needs of staff; providing actionable feedback; and appropriately resolving issues.
8. Foster a learning environment by working with Programs and Communications teams to ensure cross-learning and integration of research, evidence, practice and advocacy in existing and future projects, and collaborate to ensure cross-project learning and perform "post-mortems" at the end of research project cycles to evaluate and reflect on lessons learned.
9. Form part of Senior Management to participate in discussions and decisions about key strategic, technical and operational matters, effectively communicating research staff's perspectives and needs to Senior Management and Senior Management's decisions to the research staff as appropriate.
10. Manage and/or supervise projects, including tasks such as negotiating contracts with partner organizations, preparing written project reports, and meeting project objectives in a timely manner,

providing technical guidance – in collaboration with VP for Programs and Research – to ensure that high quality deliverables are produced.

11. Serve as a resource in research and evaluation in gender and masculinities to staff, colleagues and partners, including taking a proactive role in knowledge sharing on research and evaluation learnings and capacity strengthening of both staff and partners.
12. Represent Promundo at national and international events and conferences, expertly presenting research findings and data on behalf of the organization.

OTHER DUTIES AND RESPONSIBILITIES:

Perform other duties as may be assigned by the Vice President of Research and Programs.

REQUIRED QUALIFICATIONS:

- Strong commitment to the mission, policies, goals and philosophy of Promundo. Please refer to Promundo’s grounding principles on our [website](#).
- Advanced Degree (PhD or equivalent) in public health, social sciences or related field with extensive knowledge of quantitative and qualitative research methods, or equivalent research experience.
- Experience in designing research protocols, including data management plans and procedures to address ethical implications of research, be familiar in particular with ethical and methodological guidelines for conducting research on violence against women and violence against children
- Knowledge of and experience with gender transformative approaches, masculinities and gender relations, women’s empowerment and/or human rights and related fields.
- Ability to maintain high research standards while working in diverse settings and under uncertain conditions, including ability to identify alternative paths and problem-solve.
- Experience working in the Global South as well as in the U.S. and Global North settings with diverse partners.
- Minimum of 5-7 years of research experience including research design, qualitative and quantitative/survey data collection and analysis, and program monitoring and evaluation.
- Minimum of five years of budget and project management experience, previous supervisory experience strongly desired.
- Ability to effectively delegate to and empower staff involved in research and evaluation.
- Ability to work collaboratively with diverse colleagues and partners.
- Excellent written and verbal communication skills.
- Ability to travel as required.

Desired Qualifications

- Fluency in English as well as another language (Spanish, French, Arabic preferred) are expected
- Experience in post-conflict and/or humanitarian settings a plus, as are having worked in the Middle East and North Africa and/or West Africa region
- An understanding of the U.S. gender equality space and the key organizations who work within it

Compensation

Promundo offers salary ranges that are competitive and fair in the Washington, DC not-for-profit and related sectors. For this position, the range is \$85,000-\$120,000 depending on years of experience and academic qualifications. The position includes fully paid health insurance, four weeks of paid leave, and retirement benefits.

Start Date

Proposed starting date is early/mid-March 2020.

To Apply

To apply, please send the following documents as **one single PDF file** labeled

FirstName_LastName_Research no later than **January 21st** to jobs@promundoglobal.org:

1. Cover letter
2. Resume
3. Writing sample in English
4. Names and contact information of two professional references

In addition:

- Please write “Director of Research, Learning and Evaluation” as the subject heading.
- Indicate if you are legally authorized to work in the United States or would require a work visa.

Only shortlisted candidates will be contacted.

Equal Employment Opportunity Statement

Please view this description as a general overview, but not a mandatory comprehensive list. If you feel passionate about our efforts and believe that you have the skills to contribute and lead in this role, do apply. We want to hear from you!

Promundo-US is committed to creating and maintaining a diverse and inclusive working space for all employees and to providing employees with a work environment free of discrimination and harassment. All qualified applicants will receive consideration for employment without regard to age, race, color, religion, creed, national origin including ancestry, ethnicity, sex including pregnancy, gender, gender identity, gender expression, and transgender status, disability, alienage or citizenship status, military status, including past, current, or prospective service in the uniformed services, genetic information, predisposing genetic characteristics, marital status, domestic violence victim status, familial status, actual or perceived sexual orientation.