



SENIOR RESEARCH OFFICER POSITION DESCRIPTION

ORGANIZATIONAL OVERVIEW

The Georgetown University Institute for Reproductive Health (IRH) is dedicated to improving the sexual and reproductive health of women, men and youth through a research-to-practice agenda. Our emphasis is on increasing access to and use of family planning, increasing fertility awareness through life-stage appropriate interventions, expanding access to fertility awareness-based family planning methods in an informed choice context, and developing scalable interventions to transform gender norms and catalyze the diffusion of social norms that support family planning. Cross-cutting themes in the Institute's work include the diffusion of social norms that support adolescent sexual and reproductive health, incorporating gender perspectives in reproductive health and scale-up of innovations. In partnership with a wide range of international and local organizations, IRH conducts research, builds capacity, and provides technical assistance to public and private-sector organizations in lower and middle-income countries and the U.S. The Institute is supported by grants from federal agencies and foundations.

OVERVIEW OF PASSAGES PROJECT

IRH is currently implementing the 5-year Passages Project (2015-2020), a research, intervention and technical assistance initiative focused on transforming social norms for adolescent sexual and reproductive health. Applying implementation science principles, IRH alongside consortium partners, FHI360, JHSPH (GEAS), PSI, Save the Children and Tearfund aim to explain what makes interventions effective in real world contexts, address socially complex issues including gender inequality, stigma and violence related to family planning (FP), healthy timing and spacing of pregnancies (HTSP), and sexual and reproductive health (SRH), and focus on scalability, considering cost, complexity, and adaptability. In doing so, the Passages project aim is to **increase use of modern FP and improve healthy timing and spacing of pregnancies by youth and first-time parents.**

By the end of this project, Passages will have: **1) established a body of rigorous evidence on scalable interventions and social norm mechanisms to support positive SRH/FP outcomes; 2) assessed interventions and built local capacity to plan and implement scale-up; and 3) advanced knowledge and increased utilization of evidence.** Results will be achieved by building and sharing the evidence base and strengthening the capacity of the global SRH community to achieve long-lasting, widespread changes in social norms that support SRH/FP among target groups.

POSITION SUMMARY

IRH seeks an experienced implementation researcher with expertise in the research-to-practice continuum and strong skills in research design and methodology, both qualitative and quantitative. This person will provide oversight of the Passages research studies, and play a key role in the ongoing implementation (and future creation) of creative, rapid and rigorous research to support the development and testing of innovations to improve adolescent sexual and reproductive health. This person will also provide technical leadership in the areas of theory and measurement of social and gender norms within Passages, and contribute to the project's global leadership activities. The right candidate will have a proven track record of working with partners to understand the systems in which interventions - ideally seeking to achieve normative change - can be effectively implemented, and to identify research opportunities, document intervention fidelity, evaluate intervention effectiveness, feasibility and scalability and interpret and communicate study results to international as well as local audiences. S/he will have strong technical skills in evaluation design and methods and a proven track record promoting research utilization. S/he will be a key member of the IRH Passages leadership team and will work proactively with colleagues within IRH and the broader consortium. It is expected that this will be a faculty position at Georgetown University.

This intellectually challenging position requires a seasoned professional who is able to collaborate with implementation partners and stakeholders to collect useful data in a timely manner and translate results into practice. S/he must listen critically and think and act creatively, collaboratively, strategically and nimbly. S/he will also play a significant role communicating IRH's initiatives through excellent written outputs, presentations and representation at meetings and conferences, and participation in/coordination of cross cutting technical forums. S/he will be responsible for mentoring staff and partners and making important contributions towards the accomplishment of IRH's strategic imperatives. This position

will report to the Research Director and have supervisory responsibilities. International and domestic travel up to 35% may be necessary.

PERIOD OF PERFORMANCE

IRH is willing to explore 70-100% employment options to secure the ideal candidate. Annual renewal pending performance and funding for the Passages project length (up to 2020).

ESSENTIAL DUTIES OF POSITION

1. Project Management
 - a. Participate in Passages management and leadership teams, providing stewardship and vision for the project
 - b. Support work planning, reporting, strategic planning and budgeting
 - c. Act as the point person for assigned partner members within the Passages consortium, signing-off on related SOWs and sub-agreements, and providing oversight on agreed activities
 - d. Participate actively in project partner meetings and expert groups
 - e. Support effective working relations across the Passages project and with donors (particularly USAID and the Bill and Melinda Gates Foundation)
 - f. Support new business development initiatives, as needed
 - g. Supervise and mentor headquarters and field staff, interns and consultants, as necessary
2. Research Leadership
 - a. Oversee the Passages pilot and replication studies (currently in the DRC), ensuring state of the art research design and measurement approaches and supporting synergy across the project
 - b. Develop and implement an open data policy
 - c. Lead the Metrics and Assessment Task Team within the project
 - d. Co-ordinate costing activities within the project
 - e. Lead a learning community on measurement or theory, in partnership with key stakeholders
 - f. Promote dissemination and utilization of IRH research and program results in a number of formats, including donor reports, institutional publications, journal articles, conference presentations, and social media.
 - g. Represent Passages externally in ongoing alliances, networks and initiatives, and at meetings, events and conferences
3. Technical Research Role
 - a. Provide technical assistance and quality control in research design and implementation at all phases within the project, from formative research through proof-of- concept testing to evaluation; including development of SOPs/study protocols, IRB processes, developing and managing partnerships, data collection and analysis and dissemination and utilization.
 - b. Manage evidence generation, including review data entry procedures, review data sets, guide development of data analysis plans and review/edit final reports and presentations.
 - c. Lead on the development of conceptual frameworks for the Passages project and studies
 - d. Support the design of additional research during the life of the project (such as in Senegal and Niger)
 - e. Contribute to efforts to operationalize and measure complex constructs (e.g. fertility awareness, gender and other social norms, self-efficacy) drawing on state-of-the art social norms science
 - f. Build internal and external capacity in social norms theory and measurement
 - g. Input to, and co-investigator on, Transforming Masculinities research study

The ideal candidate will have a successful record developing effective relationships and partnerships and moving research into practice in diverse settings, including Africa. S/he will ideally speak French and have expertise conducting implementation research to develop and test innovative approaches to improving adolescent sexual and reproductive health. S/he will also have experience creatively applying a wide range of research methods (e.g. exploratory/diagnostic studies, desk review, barrier analysis, participatory rapid appraisal, situation analysis, structured observation, simulated clients, quasi-experimental design and evaluative studies). S/he will also have a recognized commitment to empowering individuals and communities to improve their sexual and reproductive health by shifting social and gender norms, increasing fertility awareness, ensuring informed choice of a broad range of family planning methods and addressing gender inequality, including positive engagement of men in sexual and reproductive health.

POSITION QUALIFICATIONS

Education:

- Master's degree in international development, social sciences, public health, demography or related field. PhD preferred

Experience:

- At least 3 years senior management experience
- 3 to 5 years overseeing mixed methods implementation research in developing country/low resource settings in sexual and reproductive health.
- Demonstrated experience in research-to-practice efforts, especially in applying research results to improve program performance and in ensuring performance indicators are achieved. Publication record desirable.
- Expertise in approaches to measure social and behavior change, drawing on recent advances in theory and measurement related to social norms, social mobilization, and social diffusion.
- Expertise developing and applying scales and other research methods to measure attitudes, norms and behaviours.
- A track record in managing donor/partner relations and building strong professional relationships and networks.
- 2 to 3 years of experience supervising and mentoring staff.

Skills:

- Demonstrated ability to design and implement multi-faceted implementation research initiatives (including qualitative and quantitative approaches), data collection and analysis skills;
- Project and research management skills, including work planning, reporting, strategic planning and budgeting
- Proficiency in use of statistical analysis packages for qualitative and/or quantitative research (e.g. SPSS and AtlasTi); expertise in data processing software such as Access and Excel.
- Understanding of social norms related to family planning/sexual and reproductive health, including gender norms, and related social and behavioural change strategies (including positive male engagement, gender transformative work, social network and diffusion)
- Understanding of state of the art social norms theory and measurement, and the scale-up and costing of normative approaches highly desirable.
- Strong analytical and qualitative expertise and ability to communicate technical information clearly to technical and non-technical colleagues.
- Strong leadership skills in areas such as fostering team work, developing and motivating others (including coaching), and capacity building
- Excellent written communication skills, including expertise preparing thorough, well-written and concise study protocols/proposals, research abstracts/executive summaries and reports and journal articles.
- Excellent verbal communication skills, including the ability to present to high level external forums and convey complex concepts in a clear and concise way and to help stakeholders act on the information.
- Proven expertise facilitating collaborative work with diverse partners and donors engaged in complex projects, and demonstrated ability to effectively represent work and build strong professional relationships and networks.
- Familiarity with how USAID and the international donor community operate in supporting RH/FP programming.
- Proven ability to work effectively and sensitively in multi-cultural teams and with technical and administrative staff and consultants, with high ethical standards and outlook of respect and dignity for all people
- A deep commitment to global health and development issues
- A sense of humor, resilience and grace under pressure with multiple tasks and shifting priorities
- Spoken and written French (FSI 3 or higher) highly desirable
- Willing to travel up to 35% time, if necessary.

Georgetown University is an Equal Opportunity, Affirmative Action employer fully dedicated to achieving a diverse faculty and staff. All qualified candidates are encouraged to apply and will receive consideration for employment without regard to race, sex, sexual orientation, age, religion, national origin, marital status, veteran status, disability or other categories protected by law.

Please email resume and cover letter to irhresumes@gmail.com with the subject line "Senior Research Officer". Please specify where you found the job advertisement. No phone calls please.