

# **TERMS OF REFERENCE**

## **Research Assistant for The Mafita Skills Program Impact Evaluations**

**August 2021**

**The World Bank  
Development Impact Evaluation (DIME) Department**

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### **1. Background**

The Development Impact Evaluation (DIME) unit works to mainstream impact evaluation into World Bank-supported operations and build government capacity for impact evaluation and evidence-based policy making. Impact evaluations use rigorous experimental and quasi-experimental methods to identify the actual impact of a program against a scientifically valid counterfactual. Unlike traditional performance monitoring, impact evaluations ask what would have happened to the beneficiaries if the program had not taken place, or if a different program design had been chosen. If impact evaluations are undertaken prospectively, i.e., before scaling up an innovative policy intervention, they are a powerful tool to identify the most promising and cost-effective policy options. In that sense, impact evaluations are a key instrument for improving aid effectiveness and increasing fiscal accountability. At the same time, they are a management tool for results-based policy planning. DIME emphasizes client ownership of impact evaluations to maximize their use and relevance for the client's policy learning needs; and client capacity development through learning by doing.

The Mafita Skills Program, funded by the UK Department for International Development (DFID) is a socio-economic development program implemented by Adam Smith International that aims to improve the economic opportunities of marginalized youth as well as reduce violence and support for extremism in the volatile and crisis-prone Sahel. It consists of an apprenticeship program that pairs youth with Master crafts persons and

a vocational training program delivered through Community Skills Development Centers (COSDECs) and is being implemented in the three Northern Nigerian states of Kano, Kaduna and Katsina. The program is unique in targeting highly marginalized individuals, including many Almiras boys and young men and Islamic and Qur’anic education (IQE girls). Development Impact Evaluation (DIME), part of the Development Economic Research Group at the World Bank in collaboration with researchers Oeindrila Dube, University of Chicago, and Benjamin Crost, University of Illinois Urbana-Champaign will conduct two impact evaluation (IE) studies to measure the impact of each of these interventions described above. These studies seek to answer the following questions: can the apprenticeship and vocational training interventions delivered by the Mafita program improve the labor-market outcomes and economic well-being of marginalized youth? And do the interventions alter social, political, and religious attitudes, and alter tendencies to engage in criminal activity and violent behavior?

Working under the supervision of the Research Team, which includes, external academic partners who serve as Principal Investigators (PIs) on the research project, the consultant’s main duties and responsibilities will include cleaning and analyzing survey data using advanced econometric techniques, contribute to the drafting of research outputs, including policy briefs as well as academic working papers and manuscripts.

## **2. Tasks and accountabilities**

Specifically, the consultant will undertake the following tasks and accountabilities:

- i. Clean and document endline datasets and create all necessary indicators. The datasets include household surveys and caregiver surveys.
- ii. Clean and link datasets (various administrative, survey) using appropriate methods. In some cases, the linking can be done using unique IDs, in others fuzzy matching on string variables will be required. This may require programming matching algorithms, performing manual matching, and linking up with field staff for additional information and collaboration on specific tasks.
- iii. Write statistical code for data analysis and produce results tables from diagnostics, descriptive statistics, regression, and other analyses.
- iv. Produce regression analysis, extensions, tables, and any relevant data visualizations.
- v. Contribute to various research outputs presentations, policy notes, and working papers and academic articles, etc.

- vi. Help prepare dissemination events such as seminars, workshops, conferences, etc., in collaboration with other work bank units or outside entities.
- vii. Assist in the design and revision of quantitative survey questionnaires for the second follow-up (or any add-on) data collection as well as survey manuals; and liaise with technical support staff for survey software as necessary; and
- viii. Support enumerators' training ensure data quality through high frequency checks and monitor survey implementation progress to ensure that activities are carried out in a timely manner per the TOR; and
- ix. Assist with and on other tasks, as requested.

### 3. Skills required and preferred

- i. **Academic specialization:** At least a master's degree (recent PhD or ADB preferred) in economics, statistics, political science, public policy, or related field, with strong emphasis on quantitative methods and research skills are necessary. Candidates with a concentration in development economics, impact evaluation and applied micro-econometrics are preferred.
- ii. **Work experience and skills:** The candidate must have at least 2 years of professional experience post-MA degree and proven track record of superior econometric skills. Technical expertise in impact evaluation and econometric analysis is a must. Strong track record and experience working with primary data from large-scale data bases from Randomized Control Trials (RCTs) is a key requirement. Proficiency in STATA, particularly, but proficiency in other methods, such as R, is also acceptable. Familiarity with spatial analysis and Machine Learning (ML) techniques is a plus. Experience in working collaboratively in a large research team is a plus.
- iii. **Language and familiarity with local context:** Superior written and oral communications skills in English are essential. Fluency in any secondary language, especially language used in the Northern Nigeria context, is a plus. Work experience in the (northern) Nigeria, West Africa, or other sub-Saharan countries and/or fragile settings is a plus.

### 4. Terms and Deliverables

This STC position will be from September 2021 and June 2022, subject to satisfactory performance. Specific deliverables will be agreed to in advance the work between the Consultant and DIME TTL and the external PIs on this project. Furthermore, the STC will be subject to 150 days mandatory ceiling.

## 5. Intellectual Property

The World Bank shall, solely and exclusively, own all rights in and to any work created in connection with this agreement, including all data, documents, information, copyrights, patents, trademarks, trade secrets or other proprietary rights in and to the work. The consultant is not allowed to post or publish (electronically or in print) any project-related information without the explicit permission of the World Bank-DIME Impact Evaluation Team.

## 6. Application process and deadline

Qualified candidates should send their resume, a brief (maximum 300 words) statement of interest outlining their key competencies and qualifications for the position as well as a writing sample that best represents their analytical, methodological and writing skills to: Nausheen Khan ([nkhan8@worldbank.org](mailto:nkhan8@worldbank.org)), Aanchal Bagga ([abagga@worldbank.org](mailto:abagga@worldbank.org)), and Samih Ferrah ([sferrah@worldbank.org](mailto:sferrah@worldbank.org)), with cc to Marcus Holmlund ([mholmlund@worldbank.org](mailto:mholmlund@worldbank.org)). Please send your application with “Application: DIME RA for Mafita” in the subject line. Applications should be received no later than **August 31, 2021**. Only shortlisted candidates will be contacted.