

# Development Impact (DIME) at the World Bank

Hiring drive for Research Assistants and Field Coordinators

October 2023

## Project and Position Details for Field Coordinator Positions

### General Skills Required

- **Academic specialization:**
  - A **Master's degree in economics, public policy, statistics, computer science or related field**, with strong quantitative research skills is essential
- **Technical skills:**
  - Advanced skills using either Stata or R for data processing and analysis is required for Research Assistants and preferred for Field Coordinators
  - Experience with survey programming in an ODK-based platform is strongly preferred, especially for Field Coordinators
  - Experience with machine learning, natural language processing, Shiny dashboards, and geospatial analysis are desirable, especially for Research Assistants. Knowledge of python is an advantage (and required for certain positions)
  - Experience coding in a team environment and using GitHub is highly desirable.
- **Experience:**
  - The candidate must have background in impact evaluation and econometric analysis
  - Experience working with raw household survey data is strongly preferred for research assistants
  - Field research experience, and/or experience managing data collection, is required for Field Coordinators
  - Experience working in developing countries preferred and knowledge about the relevant sectors is desirable
- **Capacity Building Skills:**
  - Demonstrated ability and experience in designing and delivering training and capacity building activities or other teaching experience is a plus
- **Language:**
  - Superior written and oral communications skills in English is essential
  - Certain positions will require fluency in other languages (such as French, Portuguese, Hindi, Swahili), as detailed on the STC Open Positions tab on the recruitment dashboard
- **Interpersonal skills:**
  - Motivated self-starter, with demonstrated ability to work effectively and sensitively in teams, and excellent cross-cultural communication skills
- Any additional skills specific to a project are listed on the next page.

## Projects with Open Positions

The details specific to projects hiring, including expected start date, are given below.

Qualified candidates should apply using [this link](#) no later than Thursday, October 19, 1 PM ET. Applications will be reviewed on a rolling basis.

### 1. *Impact Evaluation of Rice Value Chains under Marshland Irrigation (Kigali, Rwanda)*

- **Desired Start Date:** November 29, 2023
- **Principle Investigator(s):** John Loeser, Florence Kondylis, Eric Jospe
- **Project Details:** The Government of Rwanda has set ambitious targets to achieve self-sufficiency in the rice sector by 2030, and new investments in marshland irrigation infrastructure will provide significant support in allowing those targets to be met. Yet, little evidence exists on the returns to these investments or what complementary interventions are needed to maximize them. This upcoming impact evaluation builds on DIME's previous work in hillside irrigation to study the impacts of marshland irrigation and related interventions promoting the quality and quantity of rice yields in Rwanda.
- **Position Details:** DIME seeks to recruit a Field Coordinator to support a set of impact evaluations in the agriculture sector with the Government of Rwanda. The consultant will work with the DIME team in DC and Kigali and external researchers on the implementation and analysis of the impact evaluations. Key tasks include liaising with agricultural cooperatives and other actors in the value chain, collecting and managing administrative datasets, and cleaning and analyzing primary and secondary data. Candidates with a background in impact evaluation, strong data skills, excellent organizational and communication skills, and experience in the agricultural sector are encouraged to apply.
- **Software Knowledge:** Stata/R, SurveyCTO
- **Languages:** English, Kinyarwanda

### 2. *PEI Impact Collaborative*

- **Multiple locations:** Cameroon, South Sudan, Sierra Leone, Ethiopia, Malawi, Haiti
- **Desired Start Date:** October 29, 2023
- **Principal Investigator(s):** Alice Duhaut, Antoine Deeb, Arlen Guarin, Benedetta Lerva, John Loeser, Kelsey Wright, Patrick Premand, Lasse Brune.
- **Project Details:** The Partnership for Economic Inclusion (PEI) enables governments to adopt, adapt, and scale Economic Inclusion programs – a bundle of coordinated, multidimensional interventions that increase the earnings and assets of vulnerable people living in extreme poverty. PEI, DIME, and other technical partners have established an Impact Collaborative to enhance the effectiveness of government-led economic inclusion programs at scale and achieve the greatest possible improvements in well-being, livelihoods, and income-generating activities for people in extreme poverty. The Impact Collaborative builds government capacity to trial-and-adopt innovations and test ways to improve the design or implementation of multi-faceted economic inclusion programs at scale. As part of the Impact Collaborative, research teams at DIME have initiated country engagements in Ethiopia, Cameroon, Haiti, Malawi, Sierra Leone, and South Sudan, and embedded multiple experimental studies related to government-led economic inclusion operations supported by the World Bank. These impact evaluations are now finalizing their respective design and inception

phases (in close collaboration with government counterparts), and will soon initiate baseline data collection activities.

- **Position Details:** PEI and DIME are looking to hire multiple research assistants to support the portfolio of impact evaluations under the PEI Impact Collaborative, during data collection and analysis activities. Survey instruments are expected to provide standardized measurements for economic inclusion's outcomes of interest such as consumption, income generation, food security, assets and investments, savings, migration, women empowerment, and psychosocial wellbeing, among others. RAs will support with pre-analysis, plans, power calculations, survey and sampling protocols, IRB application, survey instruments programming, data collection quality control checks (including high-frequency checks), data cleaning, data analysis, data management, and report drafting. Required qualifications for the position include at least a master's degree in economics, political science, or related social disciplines; outstanding data skills; excellent knowledge of IE methods; advanced knowledge of Survey CTO programming; and experience managing IEs in developing countries. Knowledge of economic inclusion programming is highly desirable. Knowledge of English is required (as well as French for French-speaking engagements in Haiti and Cameroon). RAs can be based remotely or in HQ (Washington, DC).
- **Software Knowledge:** Stata/R, SurveyCTO/ODK
- **Languages:** English (all), Chichewa (Malawi), French (Haiti, Cameroon)

### 3. *IntPact Kenya*

- **Desired Start Date:** November 1, 2023
- **Principal Investigator(s):** Arlen Guarin, Erin Kelley, Florence Kondylis
- **Project Details:** This program includes a set of projects investing in data analytics, impact evaluation (IE) research and government agencies' capacities to increase the effectiveness and coordination of development interventions under a partnership between the European Union and DIME in Kenya (the "IntPact" partnership program). There are two thematic areas within this program. The first is urban mobility and infrastructure, including projects focused on building data ecosystems and research to support the introduction of the first electric bus rapid transit (BRT) line in Nairobi, as well as using analytics to support low-cost housing and informal settlement projects. The second thematic area is on human-centered digitalization, with projects focused on improving public service delivery and reducing corruption in the justice sector, as well as improving digital skills training for women and at-risk youth using technology-driven solutions for education and behavior like EdTech and social media campaigns.
- **Position Details:** The IntPact program seeks a Field Coordinator with outstanding project, data, and people management skills to help coordinate a portfolio of projects in Kenya. The consultant will help coordinate research activities across multiple government counterparts and members of the research team for a set of projects focused on two thematic areas: (a) urban mobility and infrastructure; and (b) the use of digital tools to improve public service delivery in governance and education. An important objective of this work is to build the capacity of government institutions to use and analyze data, with a focus on processing large amounts of administrative data and potentially using innovative methods such as extracting data from video footage to better understand urban mobility in coordination with the research team. The consultant will help build capacity for data analysis and statistical tools through technical training sessions and hands-on capacity building activities with government institutions across the portfolio. The field coordinator will also support in collecting

administrative and publicly available data as part of integrating various sources to build improved data ecosystems and help provide baseline information for projects. For instance, this may include leveraging data collected by government transport authorities to better understand the paratransit market in Nairobi. The work includes: (i) coordination and project management across multiple teams; (ii) secondary data collection and data cleaning, processing, and analysis; (iii) overall support in the dissemination of research methodology and results; and (iv) building the capacity of key government counterparts to understand and apply the analytical tools and new data platforms generated through this work to improve public service delivery.

- **Software Knowledge:** Stata/R, SurveyCTO/ODK, Big Data, Python
- **Languages:** English, Swahili (preferred)