

Development Impact (DIME) at the World Bank

Hiring drive for Research Assistants and Field Coordinators

October 2023

Project and Position Details for Research Assistant 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. *Data and Evidence for Justice Reform (De JuRe)*

- **Desired Start Date:** January 19, 2024
- **Principle Investigator(s):** Manuel Ramos Maqueda
- **Project Details:** The Data and Evidence for Justice Reform (De Jure) program harnesses the data revolution to transform how we measure, understand, and strengthen justice systems. By collaborating with governments and judiciaries, De Jure identifies and addresses key factors contributing to court delays, uncovers systemic biases, and enhances access to justice for marginalized groups. The program capitalizes on emerging government interest in using data science, machine learning, and impact evaluations to achieve a more just and evidence-based system.
- **Position Details:** The Research Assistant (RA) will provide analytical and technical support to the Data and Evidence for Justice Reform (De Jure) program at DIME. The RA will work at the programmatic level as well as on specific projects, with a particular focus on the Western Balkans. At the programmatic level, the RA will support the development, coordination, and daily implementation of the research program, working as needed with development partners and country governments; contribute to a series of analytical research products utilizing high-frequency administrative data; and assist in the design and coordination of research projects. In addition, the RA will support a multi-stakeholder justice survey across the Western Balkans, in collaboration with the European Commission and World Bank operations. Advanced data analysis skills in R or STATA are required for this position. Experience in survey design and implementation, and strong writing skills are preferred.
- **Software Knowledge:** Stata/R, SurveyCTO, Big Data
- **Languages:** English

2. *Measuring Organizational and Personnel Determinants of Public Administration Productivity in the EU*

- **Location:** Global
- **Desired Start Date:** October 29, 2023
- **Principal Investigator(s):** Daniel Rogger
- **Project Details:** The overarching objective of this project is two-fold. Firstly, it aims to empirically investigate the personnel determinants and mechanisms that influence productivity within public administration and service delivery units across the five EU Member States involved. Secondly, it seeks to produce comparative cross-country indicators on public administration, spanning all tiers of government. To achieve these objectives, the project relies on a robust methodology rooted in the analysis of micro-level administrative data, in addition to surveys conducted among representative samples of administrators and service delivery personnel to gain a nuanced understanding of the factors influencing productivity and to identify actionable reforms. This project represents a significant collaborative effort between the European Commission, the World Bank, and the participating EU Member States, namely Lithuania, Estonia, Slovakia, Croatia, and Greece, striving to enhance the efficiency and effectiveness of public administration and service delivery within the region through robust measurement and analytics.
- **Position Details:** The Bureaucracy Lab with the Development Impact Evaluation department (DIME) is hiring a research assistant (RA) to work on a portfolio of studies in the European Commission. The

consultant will work with the Lab team and external researchers on the analysis of micro-data collected by the Lab as well as other data sources such as administrative data sets. The consultant will be involved with the projects during the data cleaning, analysis and reporting phase. This may involve cleaning administrative and primary survey datasets and create all necessary indicators, database management, integrating the project team's monitoring data and administrative data from local government. This may require programming matching algorithms, performing manual matching, and linking up with field staff for additional information and collaboration on specific tasks. The consultant will also work with the research team on following the analysis plan and carrying out the coding to perform this analysis (descriptive statistics and regression analysis). The consultant may also conduct literature review and syntheses, produce tables, graphs and appendices, edit current draft reports, support the development of policy briefs, and other research, writing and editing tasks.

- **Software Knowledge:** Stata/R, Python
- **Languages:** English, Arabic (plus)

3. *Rwanda Agriculture Impact Evaluations (Pre-Doc)*

- **Desired Start Date:** January 29, 2024
- **Principal Investigator(s):** Florence Kondylis, John Loeser, Eric Jospe
- **Project Details:** Over the past ten years, DIME has developed a country research program in Rwanda to support the transformation of the rural economy. This includes ongoing impact evaluations on the sustainable use of hillside irrigation infrastructure, agricultural extension services, and market linkages, as well as upcoming impact evaluations in marshland irrigation and the rice sector. The Government of Rwanda has set ambitious targets to achieve self-sufficiency in the rice sector by 2030, and upcoming 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:** The DIME-Rwanda team is seeking a Research Assistant with exceptional data skills in Stata or R to support a portfolio of impact evaluations on agriculture, including upcoming work on marshland irrigation. The RA will oversee data cleaning, management, and analysis across a variety of administrative datasets tracking agricultural inputs, practices, and productivity. We are looking for candidates with experience working with primary and secondary data, who are motivated to work independently and problem-solve with data.
- **Software Knowledge:** Stata/R
- **Languages:** English

4. *PEI Impact Collaborative (Global)*

- **Desired Start Date:** October 29, 2023
- **Principal Investigator(s):** Antoine Deeb, Arlen Guarin, Benedetta Lerva, John Loeser, Kelsey Wright, Patrick Premand
- **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, French

5. *IntPact Kenya (Global) – Pre- Doc*

- **Desired Start Date:** November 1, 2023
- **Principal Investigator(s):** Alice Duhaut, Antoine Deeb, Arlen Guarin, Sveta Milusheva
- **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 consultant 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 consultant 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, Python, SurveyCTO/ODK, Big Data
- **Languages:** English, Swahili (plus)

6. **Data-Driven Financial Management Storytelling (Data Engineer – Consultant)**

- **Location:** Global
- **Desired Start Date:** October 19, 2023
- **Principal Investigator(s):** Daniel Rogger, Massimo Mastruzzi, Wei Lu
- **Project Details:** This project aims to enhance public financial management (PFM) reporting and data automation using detailed budget and expenditure data (BOOST), alongside other reliable data sources, while also promoting capacity building and knowledge sharing within the organization and with client counterparts. The specific objectives of the project are as follows:
 - Financial management storytelling using data. Provide evidence and diagnostics presented as user-friendly dashboards using BOOST data linked with other reliable sources of data, e.g., Global Monitoring Database (GMD), working side-by-side with the governance public finance team to develop methodologies for and generating a) standard measures of PFM outcomes and b) fiscal mapping based on the renewed framework for PFM being prepared.
 - Automation of BOOST data processing and publishing to WB data catalogs for selected countries. Make use of MEGA's data platform to a) automate, strengthen, and streamline existing BOOST data processing by building data pipelines covering data ingestion, cleaning, processing and publication; and b) put in place quality and consistency checks and alerts across and within budget data sets.
 - Develop a case study with reusable source code using BOOST on MEGA as an example of a data product / common good on a modern data platform supported by the WB's ITS infrastructure. Sample code and data can be used to provide capacity building training both to WB staff and client counterparts upon request, while promoting the use of BOOST data and MEGA data platform.
- **Position Details:** As part of an initiative to utilize micro-data and evidence for government action (MEGA), the World Bank's Development Impact (DIME) Department aims to use modern big data platforms and tools to automatically and systematically process and analyze datasets, starting with public financial management (PFM) and related development outcomes. The project team seeks to

hire a data engineer to carry out the design and implementation of automated data pipelines and user-friendly dashboards, as well as contributing to a case study summarizing the takeaways of the project. The selected candidate will be offered a short-term consultant (STC) contract for 60 days from October 2023 to January 2024, with the possibility of extension based on performance and project development. The hired Consultant will be preferably based in Washington DC, United States, or remote with 4+ working hour overlap with DC. The expected time commitment is 4 working days per week on average for the contracted duration.

- **Software Knowledge:** Stata/R, Python
- **Other Skills:** Big Data, Git/GitHub, SQL
- **Languages:** English

7. **DIME-ID4D Collaboration (Program Coordinator/Research Assistant)**

- **Location:** United States
- **Desired Start Date:** January 26, 2024
- **Project Details:** The Development Impact Evaluation department (DIME) and the Identification for Development (ID4D) Initiative seek to recruit one Research Assistant/Program Coordinator to support an expanding portfolio of research projects on the development impacts of digital public infrastructure (DPI), with a particular focus on digital identification, digital services and data sharing.

The World Bank Group's ID4D Initiative harnesses global and cross-sectoral knowledge, World Bank financing instruments, and partnerships to help countries realize the transformational potential of identification (ID) systems, including civil registration (CR). The aim is to enable all people to exercise their rights and access better services and economic opportunities in line with the Sustainable Development Goals. This is especially important as countries transition to digital economies, digital governments, and digital societies, where inclusive and trusted means of verifying identity are essential to ensure accessibility and data protection. DIME generates high-quality and operationally relevant data and research to transform development policy, help reduce extreme poverty, and secure shared prosperity. It develops customized data and evidence ecosystems to produce actionable information and recommend specific policy pathways to maximize impact. DIME specializes on impact evaluations embedded in World Bank's operation by establishing research teams in projects to work on each impact evaluation study through its completion.

The ID4D-DIME collaboration aims at producing much needed high quality research and evidence in the emerging sphere of digital public infrastructure , with the goal of building policy-relevant evidence to supports countries in building inclusive, secure, and trusted digital public infrastructure that enables improved service delivery

- **Position Details:** The Research Assistant/Program Coordinator will be at the intersection of the two roles. Responsibilities from the program coordinator side will include developing new workstreams with the ID4D-DIME team, along with management, monitoring and reporting on a portfolio of projects. On the research assistant side, responsibilities will include supporting data collection and providing high quality analytical work under the guidance of the broader research team.
- **Software Knowledge:** Stata/R, SurveyCTO/ODK
- **Languages:** English, French, Spanish, Portuguese (plus)