



**Title: Senior Research Analyst**

**Reports to:** Director, Research, Evaluation, and Impact

**Employment Type:** Full-time, Salaried (exempt from overtime)

**Salary Range: \$85,000-90,000**

**Anticipated Start Date: May 15, 2022**

The Senior Research Analyst oversees all aspects of PMC's research, applying state of the art measurement to all PMC programs. Focusing on PMC's international programs The Senior Research Analyst will design, manage, and share results of monitoring and research efforts to gauge impact of radio serial dramas, radio talk shows, and other media programs. PMC creates detailed measurement protocols for all programs, and the Senior Research Analyst will help align drama content with key program indicators and PMC's Theory of Change, select appropriate evaluation methods, analyze data (particularly using multiple logistic regression), and report findings based on the needs of PMC staff, our partners, funders, and donors.

PMC's Technical Research Unit relies on mobile data collection and is currently developing data pipelines to receive, clean, and analyze data for use in visualization/business intelligence software. The Senior Research Analyst will support these efforts and therefore must be familiar with or willing to learn current data science approaches including: 1) web-based data collection and management applications, 2) statistical programming, and 3) communication using data visualization software. The Senior Research Analyst plays a major role in the publication of research articles in peer-reviewed journals and presenting research results at meetings and conferences in alignment with industry specific transparency, reproducibility, and ethical standards.

**Who You Are:**

- You are comfortable working with a variety of cultures and stakeholders in developing country settings on PMC's target issues of population, women and girl's empowerment, and environment
- You write reports, business correspondence, and research protocols using clear, precise language and accurate interpretations of data
- You can present information to varied audiences in an accessible and non-technical way
- You can independently clean, wrangle, and analyze small cross-sectional datasets and produce descriptive and inferential statistics based on a research protocol or analysis plan.
- You are proactive and self-directed, with demonstrated ability to form productive relationships across the PMC organization.
- You are highly organized, disciplined in organizing your work assignments, and able to multi-task in response to evolving work requirements.

## **Key Responsibilities (include but are not limited to)**

### Support to PMC Headquarters:

- Collaborate with Director of Research, Evaluation, and Impact on creation and execution of the TRU Strategic Implementation Plan (SIP).
- Provide input on proposals and budgets for research projects.
- Provide technical support to PMC technical and MEL research staff.

### Research Study Design:

- Provide technical support to International Programs staff (including field office staff) on research for all programs by writing research protocols and/or supporting creation of MEL plans as required by the donor/funder.
- Develop logical frameworks for PMC core issues to inform proposals and guide program implementation based on PMC's theory of change (TOC).
- Review terms of reference (TORs) for all country research studies, ensuring study objectives, sampling approach, deliverable(s) format, and deadlines are all complete and clear.
- Create clear analysis plans which specify data cleaning procedures, statistical tests to be performed, and data archiving procedures before datasets are received at HQ.

### Data Collection, Analysis, and Reporting:

- Evaluate proposals from local research teams, and review contract documents between PMC and winning firm prior to signing to ensure deliverables and deadlines are clear.
- Collaborate with International Programs staff to align drama content to evaluation survey instruments to increase specificity of measures for key program indicators.
- Integrate state of the art evaluation processes into survey instruments, including measures of social norm changes, use of social media data, and other innovative methods.
- Provide oversight, feedback, and technical expertise to contracted local research firms in designing and receiving IRB approval for research protocols.

### Data Use:

- Work with Program Managers, Country Directors, and creative teams to contextualize program debriefs, obtain feedback on evaluation findings, apply learning to follow-on training of writers, and improve relevance of measurement.
- Write reports and communicate evaluation research findings to donors and other stakeholders.
- Share evaluation and other data analyses with PMC departments and ensure data are stored in a centralized data warehouse connected to data visualization/BI platform.
- Prepare manuscripts for publication in peer-reviewed journals and present impact evaluation findings related to PMC's work at professional meetings and conferences.

### Improving Research Quality:

- Collaborate with in-country technical and MEL research staff to ensure that consent scripts and proper data governance procedures are in place for all surveys
- Conduct training in relevant topics for PMC in-country technical and MEL staff.

- Collaborate with Director of Research, Evaluation, and Impact on modernization of PMC's data pipeline
- Provide support to Country Directors in keeping the independent research teams on schedule
- Provide technical support to external Principal Investigators in research pertaining to PMC projects

**Skills and Experience:**

Required:

- Demonstrable experience in advanced data wrangling and statistical analysis (including chi-square, multiple logistic regression, and survival analysis)
- Expertise in using statistical software to clean and analyze quantitative data (e.g., SPSS, Stata, SAS)
- Knowledge of MS Office (Word, Excel, PowerPoint, Teams, and Outlook) and cloud-based file management systems such as SharePoint
- 3-5 years (2 years with PhD) of post-graduate school experience in the design, management, implementation, and evaluation of research studies

Preferred:

- Studies with a focus on behavior change communication, social norm measurement, or which were conducted in developing countries
- Experience or academic training in the theory, science and practice of behavior change communication as it applies to health and social development
- Demonstrated experience working directly with developing country program managers, health service providers, and/or community leaders
- Spanish or French fluency (C1/C2) or functional communication (B1/B2)
- Expertise in using R or python statistical software to clean and analyze quantitative data
- Knowledge of qualitative analysis software (e.g., Nvivo, Atlas-Ti, Dedoose)
- Experience working with or creating data visualizations in BI software (e.g., Power BI, Tableau, Metabase)
- Other experience applicants may wish to highlight include: 1) development of logical and results frameworks, 2) experimental design, 3) construction and analysis of longitudinal program data, 4) monitoring and evaluation work plan development, 5) development of surveys, 6) development of focus group discussion and key individual interviews guides, 7) development of human subject research protocols, and 8) knowledge of Institutional Review Board (IRB) procedures.

**Qualifications:**

- Master's degree in public health, biostatistics, epidemiology, demography, population, or other related social science field required. Doctoral degree preferred.
- Candidates must be authorized to work in the U.S.

**Location:** Job is suitable for working remotely from a home office in the U.S. or at the PMC Headquarters office in South Burlington, VT.