



RESEARCH MANAGER

CANDIDATE PACK





CONTEXT

In 1967 David Sainsbury wrote out a cheque for five pounds to establish the Gatsby Charitable Foundation. Lord Sainsbury has since given Gatsby more than £1 billion to distribute to charitable causes in fields he is passionate about, including neuroscience, plant science and public policy. More information can be found at www.gatsby.org.uk.

Gatsby Africa is the charitable company set-up to implement the foundation's programmes in Africa. Our 120+ staff work from offices in Dar es Salaam, Mwanza, Iringa, Nairobi and London.



GATSBY'S WORK IN AFRICA

Gatsby has worked to create jobs, raise incomes, and build opportunities for people in Africa since 1985.

We are currently focused on East Africa, where economies have enjoyed high growth for more than a decade, but where the benefits of that growth have not been shared widely. With millions of young people joining the labour market each year and climate change adding further pressures, East Africa urgently needs economic transformation – growth with depth that will radically change economies, rapidly create jobs and offer large numbers of people pathways out of poverty.

We aim to support this by demonstrating how high-potential sectors – such as commercial forestry in Tanzania – can be transformed to benefit more people for the long-term.

We fund and implement programmes that look to catalyse and influence large-scale and lasting change in priority sectors. We build and support local organisations dedicated to sector transformation. We also share what we are learning with others – such as governments and donors – who share our goals.

OUR PROGRAMMES INCLUDE:

- **Tanzanian Cotton & Textiles:** Rapidly creating tens of thousands of decent textiles jobs while ensuring more than 500,000 cotton farmers can access the quality inputs and training they need to improve agronomy, increase yields and raise quality.
- **Tanzanian Forestry:** Building a vibrant commercial forestry sector that underpins downstream wood and energy industries and delivers widespread economic, social, and environmental benefits to Tanzanian citizens.
- **Kenyan Forestry:** Introducing innovative technologies and models to transform Kenya's commercial forestry sector, protect the environment and benefit millions of Kenyan citizens.
- **Tanzanian Tea:** Triggering domestic and foreign investment by building partnerships and demonstrating innovative models that boost the profits of farmers and factories and see benefits shared more equitably.
- **Rwandan Tea:** Trialling new ownership structures and methods of supporting farmers to allow the sector to fulfil its world-class potential, while ensuring smallholders benefit from its growth.

We have also developed and continue to support two independent organisations dedicated to sector transformation in the region: Kenya Markets Trust (which runs programmes in three key Kenyan sectors), and the regional industry development organisation Msingi, which works in aquaculture and textiles & apparel.

THE STRATEGY & LEARNING TEAM

The Strategy & Learning Team (SLT) is a small team that works across Gatsby's portfolio of programmes and institutions focusing on providing internal advisory, supporting skills development and sharing knowledge. Specifically, the SLT seeks to:

1. Develop and evidence Gatsby's ways of working and our philosophy around sector transformation – setting guidance and expectations for how we approach our work.
2. Provide technical support for programme design, monitoring and oversight.
3. Establish and implement mechanisms for cross-portfolio collaboration, learning and skills development.
4. Undertake research and capture lessons from our work for external audiences.





THE ROLE

The Research Manager will work closely with the Senior Manager for Knowledge Sharing to support Gatsby Africa in its learning agenda. The team is responsible for developing a research strategy and prioritising projects to inform programme delivery, support building Gatsby's credibility, and share insights with development practitioners, donors and policy makers. The Research Manager will play a crucial role in developing this strategy and implementing it.

The team conducts its own research and, partnering with the Communications Team, develops case studies and research papers to a high standard, so the Research Manager will be an effective researcher with excellent written communication skills. The team will also regularly manage consultants with particular expertise to conduct research on our behalf. The Research Manager therefore requires excellent interpersonal skills and the ability to manage projects effectively with multiple internal and external stakeholders involved.

The role will involve a fair amount of travel, representing Gatsby at conferences and working with our programme teams in East Africa as appropriate. The Research Manager will be enthusiastic and energetic, and thrive on seeking out new opportunities for collaboration with other organisations.

The role offers a great deal of flexibility and allows for independent working and creative thinking. The Research Manager will bring ideas for projects and suggestions for how to improve how research is done at Gatsby. This should be an exciting and rewarding position, with the opportunity to develop new thinking and make a real impact on the organisation.

JOB DESCRIPTION

Job Title: Research Manager

Department: Strategy and Learning Team

Reports to: Senior Manager for Knowledge Sharing

Location: Dar es Salaam, Nairobi or London

KEY ROLE RESPONSIBILITIES

I. SUPPORT THE DEVELOPMENT OF GATSBY AFRICA'S RESEARCH STRATEGY AND RESEARCH PARTNERSHIPS

- Support the design of an overarching research agenda to guide Gatsby's cross-portfolio research, covering the needs of our programmes, our partner organisations, and our external engagement agenda.
- Coordinate the production of, as well as write, case studies from Gatsby's portfolio, which develop an evidence base of what works and why. These will also support fundraising efforts where appropriate.
- Devise and oversee dissemination strategies for case studies and research products.
- Build and manage relationships with key research partners to ensure that they gain an in-depth understanding of our approach, deliver against contracts and support Gatsby's specific goals.
- Attend - and, where relevant, coordinate - externally focused events on topics relevant to Gatsby's research agenda to support learning from others; to help build Gatsby's credibility and positioning, and to influence others. Cultivate a network of researchers/research organisations that Gatsby can draw on.
- Contribute to the research team's budgeting process and annual reporting cycle.

2. SUPPORT STRATEGY DEVELOPMENT FOR OUR EXTERNAL ENGAGEMENT AGENDA

- Support the Senior Manager for Knowledge Sharing in providing thought leadership and support to Gatsby's external engagement agenda, bringing in examples from other countries, managing research support, linking to donors where relevant, and supporting the development of presentations and advocacy materials.
- Manage full project cycle on specific assignments (e.g. convening events, identifying institutional partners, developing Terms of Reference, as well as research and evidence building on aspects of this strategy).

3. ENGAGE IN THE OVERALL STRATEGY & LEARNING TEAM AS A KEY MEMBER

- Manage research support to programmes for specific pieces of research – agreeing ToRs with programme teams and delivering research and analysis to meet their needs.
- Bring relevant research findings into efforts to refine Gatsby's ways of working and philosophy around sector transformation.
- Participate in team meetings, events and contribute to broader work-streams under SLT as appropriate, (e.g. engaging in training sessions, coaching of programme staff).

4. SUPPORT GATSBY AFRICA IN STRENGTHENING ITS CULTURE OF LEARNING

- Support broader work on learning mechanisms for Gatsby's programmes and partner institutions to enable adaptation and ensure focus on the critical outcomes.
- Devise novel ways to build on a culture of appreciation, learning and organisational effectiveness, bringing in concepts and expertise from other organisations in the private sector and development institutions.



PERSON SPECIFICATION

KEY COMPETENCIES

- Strong analytical skills, with the ability to structure information gathering, identify and test key hypotheses, and prioritise between sources of information.
- Planning and implementing skills, with the initiative and ability to work independently, taking a high degree of personal responsibility for results.
- Ability to motivate and coordinate input from others, including by building trusted relationships in a multi-cultural, complex stakeholder environment.
- Excellent communication skills – written and oral, including report writing. The ability to deliver strategic insights in a compelling manner to different audiences.

PERSONAL ATTRIBUTES

- Ability to work collaboratively within a high-performing and culturally diverse team.
- A self-starter with a proactive approach.
- Integrity and professionalism, setting and demonstrating the highest ethical and moral standards and a strong sense of personal accountability.
- Embodies Gatsby's mission and values in their approach to their own work and their relations with others

KNOWLEDGE, EXPERIENCE & QUALIFICATIONS

- Master's degree required. Relevant fields include: Economics, International Relations, Development Economics, International Development.
- Foundational knowledge in economic debates around sector transformation.
- A demonstrated understanding of the main schools of thought and practice in private sector development and economic development.
- Knowledge of development research institutions and key development partners as well as an understanding of their ways of working.
- Knowledge, preferably based on experience, of economic research, market assessments or value chain analyses in developing country contexts.
- Experience of presenting research in clear and coherent ways to facilitate quick understanding and credibility.
- Experience in facilitating workshops and overseeing research efforts to ensure these achieve their objectives.

DESIRABLE

- Experience of working in East Africa.
- Knowledge of sectors relevant to Gatsby's portfolio.
- Ability to read and write in Kiswahili.
- Knowledge of statistical analysis tools.

OUR VALUES

We have developed a set of values that will be used to assess a candidate's fit with the organisation and provide the basis for the culture that we aspire to use in our operations. Our staff are:

- **Ambitious** - We are motivated by our impact and by fulfilling our potential
- **Collaborative** - We are stronger together and achieve most when we empower others to succeed
- **Thoughtful** - We thrive on new ideas, innovation and evidence
- **Dynamic** - We rapidly adapt to new challenges, opportunities and learning
- **Honest** - We are honest with ourselves and others, and this helps us to learn and improve
- **Caring** - We put people first and we look out for each other





HOW TO APPLY

We particularly welcome applications from female candidates, East African nationals, and those with experience of working in East Africa.

Before applying, please check that you can answer yes to all the following questions:

- Do you have a Master's degree in a relevant field, such as Economics, International Relations, Development Economics or International Development?
- Do you have knowledge, preferably based on experience, of economic research, market assessments or value chain analyses in developing country contexts?
- Do you have the existing right to work in the country you are applying for?

If you cannot answer yes to these questions, please do not apply, as we will be unable to progress your application.

If you can answer yes to the above questions, [please click here to apply](#). You will need to complete a short application form and submit;

- an up-to-date Curriculum Vitae/Resume (of no more than 2-3 pages),
- a supporting statement and;
- a writing sample of one page maximum.

Your supporting statement should be no more than 2 pages long – bullet points are encouraged. It should explain why you are interested in this role and Gatsby Africa, and how your skills and experience make you a good fit – referring to the Person Specification in this pack.

TIMELINE

Closing date for applications: 30th October 2020 at midnight EAT
First round Interviews: w/c 16th November 2020
Final interviews: w/c 23rd November 2020

SELECTION PROCESS

All candidates will receive an update regarding their application after the closing date. Shortlisted candidates will be required to undertake a written assessment prior to the first round of interviews.

Further details will be provided to shortlisted candidates when invited to interview, but we anticipate the first-round interviews will take place virtually via Zoom or Teams. We hope to hold final interviews in person at one of our offices, but this will be subject to change dependent on potential restrictions in place as a result of the Covid-19 pandemic.

DIVERSITY, EQUALITY AND INCLUSION

Diversity, equality and inclusion are central to Gatsby Africa. We are committed to treating all employees and job applicants fairly, equally, and no less favourably than anyone else. We recognise, respect and value diversity and the benefits that difference can bring to our organisation.

SAFEGUARDING

We are committed to protecting children and vulnerable adults from any harm when engaging with Gatsby Africa or its partners, and we expect all our staff to abide by our safeguarding policy.

COVID-19

Gatsby Africa is working to help people, governments, and companies to tackle the huge challenges caused by the COVID-19 crisis in the sectors they support. The environment is uncertain and fast-moving – requiring a dynamic and flexible approach informed by solid evidence and up-to-date intelligence. Gatsby is continually gathering information and talking to partners to help stakeholders coordinate and ensure sectors are in the best possible position to mitigate the impact, survive the crisis and thrive in the future.

QUERIES

If you have any queries on any aspect of the process or need additional information please email Laura McDonald at recruitment@gatsbyafrica.org.uk.

