IDinsight Careers
ASSOCIATE POSITION – various full-time locations (currently Zambia, Uganda, and Bihar, India)

We seek dynamic leaders who are passionate about making a difference, possess exceptional analytical skills, and thrive in an entrepreneurial, developing country setting. We invest heavily in our employees’ professional development and expect them to think critically about how to maximize our clients’ social impact.

About IDinsight
IDinsight is an international development consulting organization that helps policymakers and managers make socially impactful decisions using rigorous evidence. IDinsight’s core service tailors experimental evaluation methodologies - including, but not limited to, randomized controlled trials - to the priorities of policymakers and managers in international development. Other services, such as policy design consulting and scale-up support, complement our evaluation activities to provide comprehensive support for clients who want to maximize their social impact through evidence-based decision-making. By combining rigorous methodologies with a sharp focus on client needs, we answer policymakers’ most important questions. **IDinsight's vision is to improve millions of lives by transforming how the social sector innovates, learns and improves.**

Founded by graduates of Harvard Kennedy School and Harvard Business School, IDinsight is rapidly expanding. Our clients and partners include state governments in India, national Ministries of Health in Africa, the World Bank, international NGOs and social businesses. We have worked across a range of sectors - including governance, health, education, microfinance, agriculture, and sanitation - in Cambodia, India, and countries across sub-Saharan Africa.

Job Description
Consider a simplified example: IDinsight is engaged by a developing country government official to help decrease corruption in a national child nutrition program. Our task is to design and rigorously test three policy reforms to help the client decide which policy to implement at scale. The Associate, with support from a Manager and an IDinsight Partner, is responsible for many aspects of this engagement, including:

**Background Policy Analysis and Policy Design**
- Critical review of literature, interviews with experts, and field visits to formulate high potential interventions

**Rigorous Impact Evaluation Design and Analysis**
- Help design a rigorous impact evaluation of chosen interventions that balances statistical rigor with the client’s timeline, budget and implementation constraints
- Design an efficient data collection strategy and survey questionnaires
- Perform initial statistical analysis of results using STATA software
- Help write high-quality policy briefs and presentations to deliver recommendations to client

**Management of Large Field Survey Team and Data Entry Process**
- Recruit, hire and manage a team of field surveyors and program monitors
- Spend significant time in rural areas managing IDinsight field team and relationships with key local officials and leaders
- Ensure high quality data collection and data integrity throughout entire evaluation process
Client Liaising
- Build strong relationships with appropriate client counterparts
- Help determine client’s priority questions and operational constraints
- Facilitate adherence to evaluation design

The Associate will be expected to fulfill these responsibilities with professionalism and on strict deadlines. He/She will receive significant support and mentorship from IDinsight management, and will have considerable autonomy when shown to be ready.

Qualifications
This position will be based in India, Uganda or Zambia with possibilities to move as we open new offices. Ideal qualifications include:

- Deeply passionate about international development and social impact
- Bachelor’s degree in economics, math, social sciences, computer science, or other related fields
- Outstanding quantitative and analytical skills
- Work experience in international development, especially in a developing country setting
- Willingness to work in and travel to multiple countries and locations for extended periods as project needs require
- Previous leadership roles
- Strong written and oral communication skills
- Ability to quickly learn statistical software like STATA (existing experience preferred)
- Interpersonal skills to connect with all stakeholders, from school children to senior government officials
- Self-starting team player that will thrive in a developing country, entrepreneurial setting
- Intellectual curiosity
- Sense of humor

Compensation
Competitive with similar roles, with benefits. Dependent on geography.

Start Dates
Various start dates in 2015. Two-year commitment required.

To Apply
Please complete our online application before November 9th, 2014 at 23:59/11:59pm Eastern Time. Late applications will not be considered.

- For candidates who are students or alumni from Indian institutions, please use this India form.
- For all other candidates, please use this Global form.

You will be asked to fill in information (including standardized test scores, relevant coursework, and geographic preferences) and submit relevant documents (resume and brief cover letter). Any questions should be directed to careers@IDinsight.org.

Only short-listed candidates will be contacted. IDinsight is an equal opportunity employer.