



## Global Research Lead, Ultra Poor Graduation Initiative

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### Career with BRAC International

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BRAC is an award-winning international non-governmental development organisation, with the vision of a world free from all forms of exploitation and discrimination, where everyone has the opportunity to realise their potential. BRAC is a leader in developing and implementing cost-effective, evidence-based programs to assist poor and disadvantaged communities in low-income countries, including in conflict-prone and post-disaster settings. It is an organisation of and for the people of the Global South, pioneering new development and social enterprise approaches to equip communities to achieve prosperity. As well as being the world's biggest NGO by number of staff and people directly reached, BRAC has regularly been ranked the number one NGO in the world by the Geneva-based NGO Advisor, an independent organisation committed to highlighting innovation, impact and governance in the non-profit sector. BRAC retained the top spot in 2020 among the top 500 NGOs for the fifth consecutive year.

BRAC was founded in Bangladesh in 1972 by Sir Fazle Hasan Abed. It started its first programme outside of Bangladesh in Afghanistan in 2002, and has since reached more than 6.5 million in 11 countries of Africa and Asia. BRAC has a holistic approach to development that uses a wide array of programmes that include microfinance, education, health, agriculture, gender and human rights. BRAC invests in communities' own human and material resources, catalyzing lasting change and creating an ecosystem in which the poor have the chance to seize control of their own lives.

### About the Position

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The BRAC [Ultra-Poor Graduation Initiative](#) (UPGI) is seeking a competent, dynamic and self-motivated individual to fill the position of Global Research Lead. UPGI is a flagship program of BRAC International that seeks to advance the uptake and implementation of Graduation approaches by governments at scale in order to address extreme poverty in their contexts.

Since 2002, a robust body of internal and external research and learning has established Graduation as a proven approach for empowering people in extreme poverty long-term. BRAC and other colleagues and partners working in this space continue to reevaluate, iterate on, and improve the intervention. Throughout its evolution, Graduation has been guided by Sir Abed's original vision - that when you give people the tools and resources they need to empower themselves, they have the agency, dignity, and hope needed to

transform their lives and their communities. While the Graduation approach has gained traction, to adequately address extreme poverty at a meaningful scale, government deployments must become dramatically larger. UPGI works with a range of global and national partners in pursuit of this mission. Focal countries include, but are not limited to, the Philippines, India, Pakistan, South Africa, Rwanda, Ethiopia and Egypt.

UPGI recognises evidence generation and use as powerful drivers of progress in pursuit of this mission and is seeking researchers to join its dynamic and growing Monitoring, Evidence and Learning function. This role offers an exciting opportunity to play a leadership role in research for an established, southern based organisation that captures attention globally, presenting research in fresh ways and/ or undertaking new and strategic pieces of high quality research and research synthesis. Working in partnership with the [BRAC Institute of Governance & Development](#) (BIGD), this role will help to define and implement UPGI's strategic research agenda - working with partners to generate and synthesise the evidence needed to inform UPGI's work to scale Graduation through governments, working to ensure that the team stays current with emerging sectoral research, and representing UPGI in external fora.

The successful candidate will be a research specialist with a substantial record of academic and policy research, able to contribute to policy research across a range of social protection and poverty alleviation topics and to be viewed as an authority in their own field. They will have a good command of the significant body of research that exists on Graduation approaches, or economic inclusion programmes more broadly, in order to inform and influence efforts to scale these approaches in partnership with national governments. They will have excellent communication skills and a high level of analytical and strategic thinking, with a critical eye for both detail and the bigger picture. They will develop and lead new areas of research and undertake a significant level of public and policy engagement. They will show a deep commitment to creating and delivering an inclusive research environment, and have a high regard for the sensitivities of working with and for people living in extreme poverty.

The UPGI team is globally located and there is some flexibility in terms of where the position is based. However, preference will be given to candidates who are based in Africa or Asia. The role will be expected to undertake international travel for purposes related to research and policy engagement.

### **Primary Responsibilities:**

As a new position in a new unit, this role calls for a high degree of experience and creativity. The role will also come with a substantial budget to hire and engage consultants, firms, or other services in pursuit of the agenda.

This senior role will be responsible for informing and influencing efforts to scale proven Graduation approaches through high quality and innovative research and policy engagement. In particular, building on their extensive research experience, this role will be responsible for:

- Keeping abreast of research in this space from key research partners like the LSE, BIGD, World Bank, FCDO, IFAD, DFAT, GiZ, J-PAL, IPA etc, ensuring UPGI is knowledgeable about the growing/ evolving evidence on Graduation approaches and helping to facilitate learning exchanges
- Working with BIGD to establish a coherent body of research that advances UPGI's mission and strengthens its reputation, including identifying new research agendas and leading on the design and delivery of robust research (including research design, project management, technical support, field research as appropriate, analysis and report writing)
- Building/ maintaining a network of internal and external research partners, and identifying and working with partners and researchers, including from UPGI country contexts, to design and undertake research
- Authoring peer reviewed reports, policy briefs, opinion pieces and other publications ensuring these are robust, policy-relevant and accessible.
- Contribute to the development of UPGI policy recommendations based on research evidence
- Actively disseminating research findings and undertake external engagements through advisory work, convening and engaging in public events, media work and social media engagement.
- Undertaking senior-level representation and external engagement for UPGI on major research and policy agendas, interacting with senior officials and policymakers and providing senior level representation in major research and policy agendas to position UPGI as an intellectual leader and influential actor

### **Safeguarding Responsibilities**

- Ensure the safety of team members from any harm, abuse, neglect, harassment and exploitation to achieve the programme's goals on safeguarding implementation.
- Practice, promote and endorse the issues of safeguarding policy among team members and ensure the implementation of safeguarding standards in every course of action.
- Follow the safeguarding reporting procedure in case any reportable incident takes place, encourage others to do so.

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## **Qualifications**

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The candidate for Global Research Lead, Ultra-Poor Graduation Initiative should have a deep commitment toward international development and the eradication of extreme poverty, and the following :

### **Essential**

- Post-graduate qualification in a relevant discipline;
- At least 10 years of related research experience with developing and delivering formative research on economic development and/or multidimensional poverty, with

a particular focus on economic inclusion. Familiarity with the current state of research on the Graduation approaches is desirable.

- Proven experience and expertise with designing and leading research and learning syntheses for projects and programmes on economic development and reforms;
- Demonstrable experience with research and evaluation design including mixed-methods research approaches; qualitative and quantitative data syntheses and interpretation skills and ability to condense, refine, and tailor large amounts of qualitative and quantitative data for external audiences; thorough understanding of research ethics)
- Experience with using information management systems and software to house and analyse data, familiarity with data visualisation tools

### **Experience**

- Experience in leading the production of academic and policy research outputs;
- Demonstrated ability to translate research into policy-relevant communications
- Strong analytical skills, including the ability to think critically about primary and secondary literature and perform meta-analytical research

### **Skills/Abilities**

- Fluency in English and a capacity to write clearly in English, with exceptional presentation and oral communication skills
- Ability to work well in a team
- Strong organisational skills and the ability to work independently on discrete pieces of research
- Experience in developing countries and/or transitional economies
- Excellent interpersonal skills, with a collegial approach to team work and team members and the ability to work in partnership – including at a distance - and to work as part of a team.
- Commitment to advancing Diversity, Equity, Inclusion and Belonging (DEIB) principles

### **Desirable**

- Fluency and a good speaking and reading command of at least one other language (eg. local language) is welcome;
- Relevant personal contacts and networks in the candidate's specialist areas (e.g. multilateral organisations, NGOs and research institutions, and government)
- Statistical analysis and experience in visualising quantitative data

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## **How to Apply**

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If you feel you are the right match for the above mentioned position, please follow the application instructions accordingly:

**External candidates** need to submit CV with a letter of interest mentioning educational grades and years of experience and expected annual salary to [BRAC International](#).

**Internal candidates** need to apply with their latest CV including all job assignments in detail with BRAC PIN **AD#48/22** and email to [internal.bi@brac.net](mailto:internal.bi@brac.net)

**Only complete applications will be accepted and short-listed candidates will be contacted.**

**Application deadline: August 9, 2022**

*BRAC is committed to safeguarding children, young people and vulnerable adults, and expects all employees and volunteers to share the same commitment. We believe every stakeholder and every member of the communities we work with has the right to be protected from all forms of harm, abuse, neglect, harassment, and exploitation - regardless of age, race, religion, and gender, status as an individual with a disability or ethnic origin. Therefore, our recruitment process includes extensive reference and background checks, self-disclosure of prior issues regarding sexual or other misconduct and criminal records and our values are a part of our Performance Management System.*

*BRAC is an equal opportunities employer.*