ABOUT RESTLESS DEVELOPMENT

We know young people have the power to solve the challenges we face in our world, but they are being ignored and overlooked. We are the agency that works with young people so they can lead in solving those challenges. Whether that means supporting communities to end child marriage or prevent HIV, we work with young people to change their lives and the lives of people in their communities.

We work at depth - in local communities where we have been for 30 years, and we work at scale. We have Hubs in 10 countries and a Youth Collective with 3,000 local youth organisations in more than 170 countries.

Our work is genuinely life-changing, but can't do any of this without talented, creative individuals at every level of our organisation.

OUR APPROACH TO SAFEGUARDING

Restless Development considers the welfare and protection of children, young people and vulnerable adults to be an organisational imperative with primacy over the success of programmes or strategic objectives. We recognise that safeguarding is everyone's responsibility and we expect all of our staff, volunteers and partners to ensure we protect the communities in which we operate from harm and abide by our Safeguarding Policy.

ABOUT THE ROLE

Central to our strategy is our youth-led research approach. Our methodology not only strengthens young people as leaders, and informs national and global agendas, but is also fundamental to shifting power - ensuring young people are recognised as experts and can own knowledge.

In the last 10 years we've grown our portfolio, partnerships and impact of our youth-led research. We've run a Youth Think Tank across Africa and worked with young people across the world. Recent research includes:

- Leading the biggest youth-led study on global education since the Covid-19 pandemic hit, funded by Dubai Cares
- Youth-led research on the impact of the climate crisis in Uganda, funded by the British Academy
- Youth-led research on the impact of global heating on health in Zimbabwe, funded by the Wellcome Trust
- Research on youth resilience, and the impact of Covid-19 (using qualitative journals) in Nepal and Indonesia, funded by the Asia Development Bank
- And global research on the state of youth civil society (to be published next year)

We are looking for a Senior Research Manager to lead and grow our research portfolio in line with the Restless Development strategy. Essential to this role is:

- Participatory, community-led research expertise: You must have a track record of developing and carrying out research in local communities. We're looking for someone inclusion-focused who will continue to test, strengthen and develop our research methodologies.
- Academic rigour & methodology: Our research is often in partnership with academic institutions and funders - Cambridge University and Makerere University amongst others. We're looking for someone who...
has a track record of working in research institutions and/or with researchers/academics, to ensure we keep an eye on academic rigour and to enable the research to be published.

- **Research development and management**: This role will be responsible for the oversight of fast-paced, high performing grants and contracts, but also developing new proposals.
- **Global Team Leader**: We’re looking for someone to lead and inspire the team but also ensure our research work is plugged into the agency both at Hub and through our leadership teams. We’re looking for someone committed to our global team and vision, and committed to values and culture.

## ABOUT THE ROLE

<table>
<thead>
<tr>
<th>Job title</th>
<th>Senior International Research Manager</th>
</tr>
</thead>
<tbody>
<tr>
<td>Location</td>
<td>Uganda or Zimbabwe</td>
</tr>
<tr>
<td>Salary</td>
<td>Salary will be determined based on the location of the successful applicant and as outlined in our Global Salary Scale which can be viewed on our website.</td>
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<tr>
<td></td>
<td>● Zimbabwe: $38,536 - $42,115</td>
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<td></td>
<td>● Uganda: UGX104,714,228 - UGX111,328,239</td>
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<tr>
<td>Preferred start date</td>
<td>ASAP - February 2022 onwards</td>
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<tr>
<td>Length of contract</td>
<td>2 years fixed term with possibility of extension</td>
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<tr>
<td>Visa requirements</td>
<td>Must have the right to work in Uganda or Zimbabwe</td>
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<tr>
<td>Reports to</td>
<td>Hub Director</td>
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<tr>
<td>Direct reports</td>
<td>Tbc - research staff based in Uganda and Zimbabwe</td>
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<tr>
<td>Expected travel</td>
<td>Occasional domestic and international travel may be required in the future</td>
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### KEY PRIORITIES

1. **Research development and management**
   - Lead the design and oversight of delivery of major global research projects, ensuring high quality methodologies; data collection plans and tools; and frameworks for analysis are in place - in line with donor deliverables and contractual requirements
   - Support with delivery for research projects where needed, for example through conducting qualitative analysis and leading analysis workshops
   - Build and manage partnerships with research institutions working with Restless Development on specific research programmes
   - Support the development of new funding proposals, leading on the research design

2. **Strengthening research across the global agency**
   - Providing technical leadership on research across the agency, ensuring consistency and quality in our methodologies and study design (covering both qualitative and quantitative approaches); analysis; report writing and dissemination
   - Lead on the further development of our youth-led research methodologies and the creation of a global research strategy that addresses critical gaps, with an emphasis on community based, participatory methods, and how we can be inclusive of marginalised groups and identities (e.g. gender and disability) in both the research processes and findings
   - Creation and provision of training and support throughout the global agency; strengthening the understanding of our youth-led methodologies; providing targeted technical support (e.g. on qualitative data analysis); and strengthening the application of different lenses to our research (e.g. gender, inclusion and intersectionality) or approaches (e.g. rights-based or justice-based)
   - Support Hubs in their research ambitions, helping them to strategise on the use of research to achieve their Hub vision
   - Ensure plans and processes are in place so that ethics considerations are met in all research endeavours

3. **Leadership of the global research function**
   - Leadership and strategic coordination of the global team of research staff; associate consultants; and network of young researchers

For more information on Restless Development's mission, values and work, please visit: [www.restlessdevelopment.org](http://www.restlessdevelopment.org).
- Ensuring that the learning generated from our research is shared and embedded across the agency at both the Hub and global leadership level, supporting the development of thought leadership on specific topics (such as gender, livelihoods and sexual rights)
- Contribute towards the sharing of Restless Development’s thought leadership externally, in both the youth-led approach taken to research and insights generated (e.g. through published articles and speaking at events)
- Play an active role in the Strategy Leadership Team

4. Other
- You may occasionally be required to work on weekends and/or public holidays, for which time off in lieu will be granted
- Other duties as required.

ABOUT YOU

We are looking for people with the right competencies and skills for the role, and who demonstrate the personal qualities consistent with our Values.

<table>
<thead>
<tr>
<th>Values</th>
<th>Behaviours</th>
<th>What we expect of the Senior International Research Manager</th>
</tr>
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<tbody>
<tr>
<td>HEART</td>
<td>Values-led</td>
<td>Embeds a values-led culture across a number of programmes and/or teams by empowering Managers to uphold appropriate Values-led behaviour within their individual teams.</td>
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<tr>
<td>HEAD</td>
<td>Innovation</td>
<td>Fosters a climate of innovation and continual improvement across a number of programmes and/or teams. Empowers Managers to promote change and resolve issues within their individual teams.</td>
</tr>
<tr>
<td>VOICE</td>
<td>Delivers Quality</td>
<td>Takes full accountability for performance and value-for-money across a number of programmes and/or teams. Ensures effective collaboration to deliver quality and overcome challenges against strategic goals.</td>
</tr>
<tr>
<td>HANDS</td>
<td>Decision Making</td>
<td>Confidently makes decisions which may affect multiple programmes and/or teams; taking measured risks when necessary. Empowers and supports managers to consider the bigger picture when faced with difficult decisions or when weighing up measured risks.</td>
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<tr>
<td></td>
<td>Leadership</td>
<td>Plays a key role in strategy development and is accountable for the performance of multiple programmes and/or teams. Inspires and supports others to take on a leadership role.</td>
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<td></td>
<td>People Development</td>
<td>Drives their own personal development, committing to new challenges which build capacity and cross-team collaboration for the organisation. Supports Managers to fulfil their potential through effective performance management, mentoring and other opportunities for growth.</td>
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<td></td>
<td>Effective Communication</td>
<td>Builds consensus and commitment amongst staff and major national partners. Confidently anticipates and responds to challenge or resistance. Coaches others to communicate strategically.</td>
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<td></td>
<td>Collaboration</td>
<td>Is a role model for collaboration across multiple programmes and/or teams, and with major national partners. Cultivates national and regional partnerships.</td>
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SKILLS AND EXPERIENCE

For more information on Restless Development’s mission, values and work, please visit: www.restlessdevelopment.org.
**Essential**

- Postgraduate research qualification, or equivalent level of knowledge gained through training and experience, including a focus on qualitative methods
- Experience as a professional researcher in a relevant field, including leading community-based, participatory research
- Experience designing and leading delivery of community-led research projects, ideally in multiple locations
- Both strong qualitative and quantitative research skills - covering design and analysis
- Strong written and oral communication skills, including a demonstrable ability to translate complex concepts, analysis and findings into understandable, clear and accessible information for diverse audiences
- Experience working with research institutions
- Experience training and managing other researchers (including volunteers)
- A good understanding of current development issues particularly those related to youth leadership and youth civil society
- Commitment to inclusion, empowerment and justice, with expertise or eagerness to learn the latest from gender and racial justice practice
- Commitment to the mission, vision and values of Restless Development

**Desirable**

- Knowledge in Restless Development's thematic focus areas, including Livelihoods and education; Climate Change; Sexual rights and gender; and governance and accountability
- Expertise in gender, inclusion and/or intersectionality
- Written published research, ideally for an academic audience
- Experience of using qualitative analysis software
- Experience in developing new partnerships and contributing to business development
- Line Management or leadership experience

Restless Development is an Equal Opportunities employer and welcomes applications from all sectors of the community. Restless Development will ensure that no applicant or staff member receives less favourable treatment on the grounds of gender, sexual orientation, marital status, social status, caste, race, ethnic origin, religious belief, age, HIV status, disability, or any other factor that cannot be shown to be relevant to performance.

### WHAT WE DO FOR YOU

**Remuneration**

We are proud to commit to a transparent global salary scale, ensuring a fair and comparable system of pay across all global locations. In addition to salary, we offer pension contributions and other benefits in accordance with the local Hub.

**Values and Culture**

At Restless Development, we're proud that the strength and integrity of our Values has been recognised by staff, beneficiaries, donors and others who we work with. Beyond this, we have a culture of recognising and celebrating both our Values and our global achievements with monthly Values Champions and an annual Values Day.

**Work-life Balance**

It goes without saying that we work hard at Restless Development. We also recognise the importance of helping staff to maintain a positive work-life balance by offering:

- 24 days annual leave (in addition to public holidays and with an extra day of annual leave given for each full year of service, up to a maximum of 28 days).
- Birthday Leave
- Access to flexible working.
- Generous study leave, maternity, paternity or adoption leave, and other leave allowances.

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Professional Development
Restless Development is proud to be an employer who recognises potential and invests in the development of its staff. We are committed to the professional development of our staff through:

- Empowering opportunities to work on significant projects which stretch and inspire staff – allowing them to develop on-the-job.
- Regular performance management.
- Training and development opportunities, including supporting our staff to identify mentors both within and outside of the agency.
- Quarterly Staff Workshops for all staff to give and receive agency updates, receive training, and socialise.

Travel and Medical Insurance
When travelling abroad with work, all staff will be covered by Restless Development's travel and medical insurance.

Relocation package
For staff who relocate to work with Restless Development, we offer a competitive relocation package. This will be discussed with relevant candidates and could include:

- A lump-sum relocation allowance to support you in relocating to your new place of work.
- Out of country supplements for the duration of your time working in your new place of work.
- Medical insurance.

KEY DATES

- Please send a completed application form to jobs@restlessdevelopment.org by 3rd January 2022. Please note that we do not accept CVs, resumes or covering letters.
- First round interviews are scheduled to take place during the week commencing 10th January 2022. Second round interviews will follow.

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