Description and Terms of Reference

Job Title: Analyst or Researcher

Employer: The Centre for Sustainable Peace and Democratic Development (SeeD)

Duty Station 1:   Nicosia, Cyprus – In office

Duty Station 2:   Mogadishu or Garowe or Barawa/Baidoa, Somalia – Remote

Duty Station 3:   Kyiv, Ukraine – In office

Duty Station 4:   Nairobi, Kenya – Remote

Duty Station 5:   Remote

Duration: 1st June 2024– 31st May 2025 (6-month probation period)

Contract Status: Full-time employment

SeeD is looking for an **Analyst or Researcher** to complement our team working on social, political and psychological phenomena in conflict-affected countries such as Côte d'Ivoire, Ethiopia, Moldova, Ukraine, and Somalia. Our work informs the policies of international agencies and other governmental and non-governmental actors seeking to respond to crises and peacebuilding challenges across the world. Our work involves analysing and interpreting quantitative data to understand what drives conflicts, and what drives harmony and peace in societies around the world.

The possible duty stations of the position are listed above. For the remote duty stations, there is a possibility that country offices are opened at a later date, in which case the position-holder will be expected to work in-person from the relevant country office. SeeD welcomes applications from candidates who have an **aptitude for quantitative analysis, or who are skilled in writing, interpretation, and visualisation** of research findings.

Depending on their skills, the position-holder may conduct high quality quantitative data analysis in accordance with research objectives, producing detailed documentation and interpretation of their results, and creating high quality visualisations for presenting to other team members and to partners and other stakeholders.

The position-holder may be involved in research design and calibration, conducting qualitative research (e.g., KII, FGD, desk reviews), and producing high-quality written policy reports or other visual outputs based on quantitative and qualitative research findings.

Essential Skills

- Excellent writing and communication skills in English.
- Mastery of Excel, PowerPoint, Word, and other basic MS Office suite programs.
- Good data visualisation and presentation skills, alongside the ability to interpret data and reach relevant conclusions.
- Strong sense of responsibility, professionalism and thoroughness, attention to detail.
- Ability and eagerness to learn any relevant skills quickly and independently.
- Self-direction, self-learning, initiative, openness to new ways of working.
- Interest in social issues, political processes, peacebuilding, social psychology, etc.

Desirable Skills

- Capable of writing coherent and engaging reports based on quantitative results.
- Good knowledge of quantitative data analysis and statistical analysis suites (e.g., R, SPSS).
- Knowledge of general-purpose programming languages, e.g., Python.
- Ability to present research findings to a wider audience, successfully influencing and engaging stakeholders.
- Experience conducting desk research and literature reviews.
- General skills in design of research processes and formulation of research questions; creative strategic thinking and problem-solving skills.
- At least two years of relevant experience in the aforementioned skills.
- Knowledge of any of the following languages: Amharic, French, Russian, Somali, Ukrainian.
- Master's-level degree.
- Experience in researching issues related to: peacebuilding, good governance, social and economic development, intergroup relations, conflict resolution, social inclusion or other related topics.

How to Apply

Please send the following to recruitment@seedsofpeace.eu with subject title "Data Analyst/Researcher Application" by the **28th May 2024**:

- CV
- Cover letter stating which of the two roles the applicant wishes to be considered for and which duty station they are applying for
- 2 relevant samples of work (including presentations, written work, example analyses, data visualisations, and any code in languages that the applicant declares knowledge in)

Applications will be assessed on a rolling basis and the position may be filled before the deadline.

We welcome diversity and encourage candidates of all backgrounds to apply. SeeD does not discriminate on the basis of disability, age, gender identity and expression, sexual orientation, national origin, race and

ethnicity, religious beliefs, criminal record or veteran status. More information about SeeD can be found at: www.seedsofpeace.eu and app.scoreforpeace.org