

Centre for Sustainable Peace and Democratic Development – SeeD



Position Title: Data Analyst & Researcher

Location: Global/Remote with travel required. (Strong preference for: Nicosia, Nairobi, Abidjan, Kyiv)

Languages: English (essential), any other language (desirable)

Duration: Annual with 6 months probation period

Level of Effort (LoE): 50%–100% depending on expertise and availability

Start Date: 1st August 2025

Application Deadline: Applications will be reviewed on a rolling basis until 15 July 2025

Background

The SeeD Research (Centre for Sustainable Peace and Democratic Development) is a research organisation that developed research methods to understand social cohesion, drivers of conflict, and answer other research questions relating to development and peacebuilding. SeeD works with international development organisations, governments and civil society leaders to design and implement people-centered and evidence-based strategies for promoting peaceful, inclusive and resilient societies. Working in Europe, the Middle East, Africa and Asia, SeeD provides policy recommendations for social transformation, rooted in citizen engagement strategies and an empirical understanding of the behaviours of individuals, groups and communities. More information about the organisation and its activities can be found at: www.seedsofpeace.eu, https://api.scoreforpeace.org/storage/pdfs/DOC_SeeD_Experties-and-Competencies_Revised.pdf

One of our core methodologies is a quantitative multidimensional survey tool called the SCORE (Social Cohesion and Reconciliation Index), which has deployed in several countries under several brands. You can read more about recent work in Ethiopia, South Sudan, the Ivory Coast, and Ukrain (make each country name to be a link to Ethiopia EPI report, South Sudan SCORE report, recent IC report, Ukraine SCORE report, and any others you think are relevant, maybe some from WA). The foundational methodological document of SCORE is here (link to “green book” of SCORE). More information about the organisation and its activities can be found at: www.seedsofpeace.eu, https://api.scoreforpeace.org/storage/pdfs/DOC_SeeD_Experties-and-Competencies_Revised.pdf

<https://app.scoreforpeace.org/>

SeeD is seeking a Data Analyst and Researcher to join our team working on social, political, and psychological dynamics in conflict-affected and transitional countries including Côte d'Ivoire, Ethiopia, Moldova, Ukraine, and Somalia. Our work informs international agencies, governments, and NGOs responding to peacebuilding, governance, and development challenges worldwide.

The role involves both quantitative research responsibilities. The position-holder will conduct rigorous data analysis to uncover patterns driving conflict and social cohesion and contribute to designing and implementing research that shapes evidence-based policies and programs.

Duties and Responsibilities:

- Lead or support research design, including calibration with local partners, creation of research frameworks, and design of survey instruments.
- Support all stages of project work across the SeeD portfolio, from research design and data collection to analysis, interpretation, and stakeholder engagement, under close guidance from supervisors.
- Conduct descriptive and predictive data analysis in collaboration with the Analytics team.
- Assist with the creation of research instruments, contribute to data quality assurance processes, and support the preparation of research reports.
- Create clear and accessible data visualisations and summary outputs for both internal and external use.
- Work with team members to interpret research findings and contribute to the preparation of presentations and discussions with partners and stakeholders.
- Upload and maintain documentation, datasets, and analysis outputs on the SeeD online platforms and website as required.
- Participate in continuous learning and capacity building activities, with strong support and supervision provided throughout all tasks to strengthen skills and experience.

Essential Skills

- ✎ Excellent writing and communication skills in English.
- ✎ Demonstrated +3 years of experience in designing and conducting applied research in relevant fields.
- ✎ A masters degree or higher in political science, international relations, development studies, law or economics, or any other social science. Graduates of other relevant fields, who have some research background in any field, are also encouraged to apply;
- ✎ Good knowledge of quantitative data analysis and statistical analysis suites, and relevant languages (e.g., R, Python, SPSS – please specify level of knowledge of each of these in your application).
- ✎ 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.
- Knowledge of general-purpose scripting or programming languages, e.g., Python.
- Ability to present research findings to a wider audience, successfully influencing and engaging stakeholders.
- Knowledge of any of the following languages: Arabic, Amharic, French, Russian, Somali, Swahili, Ukrainian, or any other languages should be highlighted
- PhD-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.
- Experience managing teams of researchers and/or analysts should be mentioned in the application

What SeeD offers:

- Ongoing internal and external training and mentorship
- Flexible and supportive working environment
- Exposure to international research experience
- A fast professional growth trajectory
- An employer savings contribution of 1% after the probation period, with a plan for gradual increases over time.

How to Apply

Please send the following documents to recruitment@seedsofpeace.eu. Applications will be reviewed on a rolling basis *until* 15 July 2025

- CV and cover letter
- Contacts of 2 referees
- 1 writing sample from previous work that you were the lead author of, which highlights your ability to design and deploy research, and your ability to conduct sophisticated statistical analyses
- 1 sample of working showcasing your ability to use R, python, SPSS, or other statistical analysis package/software. Mention in your application your level of skill in each of these.
- Please mention your current location and if you are willing to relocate to any of the following locations: Nicosia, Nairobi, Abidjan, Kyiv
- At SeeD we value creativity, innovation and out-of-the-box thinking and doing. We are researchers for action, peacebuilders, and see ourselves as efficient and disruptive innovators in an often slow-moving space. Feel free to include in your application package any materials that you think will highlight your creativity, innovation and initiative.

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Applications will be reviewed on a rolling basis, and interviews will begin by mid-July 2025. We encourage early applications, as the process will continue until a suitable candidate is identified.

