



RESEARCH MANAGER

Job Description

Location: Remote. The successful candidate will be based in India or Kenya and must have at least a four-hour overlap with the 9 am to 5 pm Eastern Standard Time work hours.

Job type: Full-time

Reporting to: Director of Program Quality and Learning

Program Unit: Monitoring, Evaluation, and Learning (MEL)

Girl Rising Background and Mission

Girl Rising is an international girls' rights and education organization that harnesses the power of storytelling to change the way the world values girls and their education. Our core program is RISE - Resilient, Inclusive, Skilled, and Educated - developed over a decade of leading programs in communities around the globe. RISE is a collection of adaptable and learner-centered educational resources, coupled with in-depth training and support, that can be implemented in full or in part in a variety of educational and community settings, depending on local needs, program goals, and available time and resources.

In late 2021, we launched a centralized data management system - an indicator management and performance tracking application built on the Salesforce platform, and have been strengthening the use of this data management system since then. The application has added great value in tracking and defining Girl Rising's program indicators and documenting them in one central location. We now plan to look into the possibilities of expanding the system to allow for deeper, more robust processes like embedding measurement tools and generating system-based analysis. In 2021, Girl Rising also launched a comprehensive Monitoring, Evaluation, and Learning (MEL) framework after testing and refining it in three countries. The MEL unit is now prioritizing adaptation of the framework for other programs at Girl Rising to methodically measure the expected outcomes of various program initiatives and strengthen our internal research capacity to lead the work around data analysis and evidence-based reporting.

Position Summary

The Research Manager will serve as a key member of the Monitoring, Evaluation, and Learning (MEL) team, working collaboratively with program staff to collect, analyze, and manage the quality of GR program data from multiple countries and conduct in-house research. Since the culture of in-house research and centralized data management is evolving in Girl Rising, this role requires ongoing capacity building of team members who are continuing to learn and adapt. A majority of program team members work remotely in different parts of the world.

Responsibilities

Research

- Plan, coordinate, and conduct primary and secondary research and program evaluation activities for Girl Rising programs
 - Use research expertise to design and execute research projects, including the development of appropriate research designs and strategies for data collection,

- analysis, and interpretation.
- Design and develop surveys and focus groups; work with program team members to define research goals and project scope, and translate these into questionnaire items for surveys or protocols for focus groups.
- Assess data across programs and identify quantitative and qualitative research opportunities to allow evidence-based and data-informed programming.
- Apply advanced qualitative and quantitative research methods to draw accurate conclusions for a given research project and develop written reports and summaries based on research findings - ensure written and oral communication of findings in an accessible language for evidence-based reporting.
- Remain current on research, learning, and evidence that will inform GR's work and impact. Keep the in-house research directory updated; share key research findings from GR programs across education and gender networks.

Data management and analysis

- Work closely with program team members and the in-house system administrator to manage and upgrade the internal database based on changing/emerging program priorities.
- Identify program outcomes to be tracked over time and devise mechanisms to collect meaningful data to tell stories of change beyond reach numbers.
- Ensure timely quarterly reporting in close collaboration with program leads.
- Review data for reliability and integrity and generate dashboards for inclusion in interim and final reports, internal and external presentations, and grant applications.
- Manage and manipulate raw data from paper-based and online surveys, ensure data integrity, and coordinate accurate data reporting internally and externally.
- Take the lead on any future significant expansions to the internal database to allow for deeper, more robust systems and processes.

Support Function

- Participate in proposal development processes to share insights and recommendations based on research and program data analysis, as needed.
- Advise on established program monitoring, evaluation, and learning strategies, frameworks, plans, and indicators to capture project performance and results.
- Support the development and reporting of various performance indicators, competitive analysis, benchmarking, and gap analysis
- Remain informed about Girl Rising's curricula, tools, and training on social and emotional learning, gender, and various other themes, and media assets used across countries, the development of new curricula, and the adaptation of existing materials for use in new regions of the world.

Required Qualifications

- A postgraduate research degree in Economics, Public Policy, Education Policy, or any other relevant field with a strong quantitative grounding.
- 3 to 5 years of experience in conducting social development research and managing program-related data at nonprofit organizations, preferably in the areas of education and gender.
- Experience in managing database systems; knowledge of Salesforce is a plus.

- Experience in conducting literature review, creating questionnaires, and implementing surveys/ research in collaboration with partners.
- Experience in quantitative research and analysis, proficiency in at least one of the data analysis software (i.e., STATA, R, etc).
- Fluency in English.
- Ability to self-start and work independently as well as collaborate well with others, including staff in different locations.

Preferred Experience

- Experience cleaning, analyzing, and presenting data visually and in writing to a variety of internal and external stakeholders.
- You have experience in synthesizing research findings to generate practitioner and policy-oriented insights, for example, writing policy briefs, blogs, etc.
- You have experience in conducting qualitative research and analyzing qualitative data.

Contract & Compensation

Salary: Base salary range: USD 35,000 to 40,000 per annum. As this is a remote position, final salary will be commensurate with the candidate's location and experience..

Hours of work: This is a full-time (40 hours per week) position and may have a varying workload. A three-month Probation period is included.

Other Benefits

Yearly PTO policy: 20 weekdays plus the last 2 weeks of the year.

Holidays: 10 national holidays as per the candidate's country of residence.

Home office: A stipend for home office expenses based on the candidate's location.

Other benefits depend on the country of residence.

How to Apply

To apply, please send your resume and a cover letter to Khuzama Khan at jobs@girlrising.org by **Sunday, 09 November 2025**, with the subject line **"Research Manager"**.

Girl Rising is committed to creating a diverse environment and is proud to be an equal-opportunity employer. All qualified applicants are encouraged to apply. Due to the volume of applications we receive, only shortlisted applicants will be contacted.