



## Research Assistant at Samuel Hall

### Migration and Displacement Pillar

The Research Assistant will be part of Samuel Hall's Migration and Displacement Pillar and based in the Nairobi office. Research Assistants (RAs) conduct integral components of research projects, including desk reviews, key informant interviews, and extensive fieldwork with implementers and beneficiaries to collect data and analyse results. There is a strong potential for in-country (Kenya) and regional travel in East Africa, as well as engagement with practitioners and academics working on migration and displacement worldwide.



### Who we are: Objectives and ethos

Samuel Hall is an independent think tank specialised in field research and social impact. We provide practicable insights to challenging issues in the developing world by providing academic-standard research through primary data collection in areas where researchers do not commonly go. Samuel Hall works with governments, donors, multilateral organisations and INGOs, as well public and private sector entities. We have worked with more than sixty-five organisations worldwide since 2009 through our offices in Afghanistan, Kenya and Somalia covering Asia and Africa.

At the Migration and Displacement Pillar, we produce knowledge and data on population movements in and out of countries of origin, transit and destination. Using quantitative and qualitative, participatory research with migrants, refugees and internally displaced persons, we build evidence on their social environment, protection, livelihoods, contributions and aspirations. We use this evidence to deliver trainings and capacity building to actors shaping the lives of migrants, and to design programmes and policies that adhere to international frameworks. Our approach is inductive and contextually relevant. We are known for our expertise and seek researchers with expertise in:

- Migration
  - Migration and development
  - Irregular migration
  - Migration-employment nexus
  - Labour migration and mobility
  - Policy development
- Displacement
  - Internal Displacement
  - Forced migration
  - Smuggling and Trafficking
  - Return and reintegration, including post-return outcomes, voluntary and involuntary returns
  - Durable solutions

**WORK ENVIRONMENT:** We are a rapidly growing research organisation: you will be expected to growth with us and carve out your own spot in the team. We look for pro-active, creative individuals who can identify opportunities to make their mark, and identify solutions to problems. We believe in hiring people who can show their ability to be both strong leaders and reliable followers, who have skills that our team currently lacks and who join us to add value from the very start. We hire people who can expand our knowledge, and help us reach our social impact objective in their field of expertise. We work in a fast-paced, demanding and challenging environment: you will need thick skin, passion and dedication!

## Background

**Objective:** To fulfil the role of a Research Assistant/Intern to the Migration Pillar with the requirements stipulated in this Terms of Reference and the Skills Requirement Sheet.

**Background.** One-two students/recent graduates are selected each year to work in our Migration Pillar as a research assistant/intern. Applicants must be pursuing their Master's/Doctoral degree or be recent graduates, have proven interest in Migration and Displacement-related research, and have a proposal for submission to the company outlining perceived areas in which their skills could be best used.

**Specificities.** Each research assistant will support the Migration Pillar lead on a variety of activities. The specific end goal for Samuel Hall is to ensure that capacity is built for full time integration as a core member of the Samuel Hall team beyond this time frame. This could include a transition to a full-time Project Officer position.

## Specific project needs

Samuel Hall is seeking a motivated Research Assistant to join its Migration and Displacement Pillar for six months in our Nairobi office starting from March 2016. The responsibilities of the Research Assistant are to:

- Support Project Managers on one or more research projects
- Conduct secondary research and literature reviews
- Assist in tool creation
- Conduct basic and advanced data analysis on SPSS, Stata or Excel
- Conduct qualitative interviews and data analysis
- Write draft report sections
- Cover various topics and themes related to migration and displacement, including migration and development, diasporas engagement for development, return and reintegration, and durable solutions, smuggling and trafficking,

Applicants will need to possess and be able to demonstrate the following qualifications and transferable skills:

- Experience studying and working in migration and displacement- related domains
- Excellent spoken and written skills in English
- Keen attention to detail
- Ability to being patient and to work well within a team
- Ability to cope well under pressure, work occasionally irregular hours and meet tight deadlines

## Tasks to be performed under the contract

- MIGRATION AND DISPLACEMENT PILLAR SUPPORT
  - Support the Migration Pillar Lead and Research Assistant based in Nairobi
  - Put forward editorial ideas for dissemination and outreach
  - Coordinate relevant migration / displacement work with other pillars and country offices
  - Support other Pillars as needed
- RESEARCH SUPPORT
  - Acquire research related skills relating to quantitative and qualitative research methods
  - Support the design of research tools and research frameworks
  - Conduct secondary research and desk reviews
  - Participate in fieldwork – qualitative research will include case studies, focus group discussions, field observations, key informant interviews, as required in various locations
  - Provide analysis and recommendations in line with policy and academic standards
  - Under the supervision of the Project Manager and/or Director, transcribe interview notes, write field reports, and contribute to the draft/final report

## Summary of Job Description

<b>Employer</b>	Samuel Hall
<b>Location</b>	Nairobi, Kenya
<b>Position</b>	Research Assistant
<b>Contract Duration</b>	Starting no later than March 2016 for a period of three to six months
<b>Gender</b>	Any
<b>Nationality</b>	Any
<b>Salary</b>	Commensurate on experience and fitting to the Samuel Hall salary grid standards
<b>Vacancy Announcement</b>	15 December 2016
<b>Vacancy Closure</b>	15 January 2017
<b>Preferred Background</b>	Candidates with the following qualifications are encouraged to apply : Migration studies, Human Rights Law, Political science, Social Sciences, Development studies, International Relations, Conflict and Security etc.
<b>Minimum Qualifications</b>	Bachelor's degree or equivalent
<b>E-mail for Submission</b>	<a href="mailto:careers@samuelhall.org">careers@samuelhall.org</a>
<b>Submission Guidelines</b>	All applicants should send their cover letter and CV in separate PDF files, each labelled: 'CL/CV – Full name of Applicant' with the e-mail subject line clearly expressed, using the following format: 'Name – Migration and Displacement Pillar - Research Assistant'. Three samples of relevant work should also be included. Samuel Hall is an equal opportunities employer. Applications who do not follow the required format will not be considered. Only selected applicants will be notified.