

## **Position: Research and Learning Facilitator**

**Start Date:** to be confirmed - possibly May 2025

**Applications Due:** 15 January 2025

**Location:** any country in Africa

**Status:** Contractor – Full-time (5 days/week) or Part-time (at least 3.5 days/week)

**Compensation:** USD \$3,100 to \$3,720 on a gross full-time basis, based on location and experience (pro-rated if less than full time). We also have a paid time off policy including vacation, holidays, sick leave, etc. We cover agreed costs related to office expenses, travel, etc.

### *About the Coalition*

The [Coalition for Human Rights in Development](#) is a global coalition of social movements, civil society organizations, and grassroots groups working together to ensure that development is community-led and respects, protects, and fulfills human rights. We work with members and partners to ensure communities have information, power and resources to determine their own development, and to hold development finance institutions, governments, and other actors accountable to peoples and the planet.

### *About the position*

The Research and Learning Facilitator should be a journalist, analyst, researcher or monitoring professional with experience in both quantitative and qualitative methodologies.

We are seeking a professional who is able to:

- gather the data (e.g.: conducting individual and group discussions with a empathetic approach, analyzing and updating our internal case database, reviewing existing literature, etc);
- analyze the data to identify systemic trends and systematize lessons learned;
- use storytelling strategies to present the research findings and work with the Communications team to popularize them.

The ideal candidate will be: self-motivated; well-organized; with exceptional attention to detail; with excellent communication and analytical skills; patient, respectful and empathetic; and committed to community-led struggles for human rights and dignity.

Candidates must be able to work across different cultural contexts and timezones, and to travel when needed (we are envisioning up to three research trips in a 18 months period).

We strongly encourage womxn, Indigenous Peoples, LGBTQIA individuals, people with disabilities, and all qualified persons to apply for this position.

## ***Research Focus***

Initially, the main focus of the research (for a 1 to 1.5 year project) would be on community perspectives and community-led struggles in the context of the Just Energy Transition in Africa, including comparative analysis with Latin America and Asia.

The kinds of trends the person may interrogate, could include:

- Different industry sectors related to the energy transition that impact communities;
- The kinds of impacts communities face related to energy and the energy transition;
- Pros, cons and learnings regarding different strategies communities used to advance their struggles;
- Barriers and opportunities (systemic issues, law and policy, resources etc.) for stronger, strategic and effective community-led struggles leading and shaping the energy transition.

If further funding is secured, we also want to explore other topics using similar methodologies in future years.

## ***Who will you work with?***

The Research and Learning Facilitator will report to the Communications Lead. They will be an integral part of the Coalition's International Secretariat working closely with several members of the team, and in particular with the [Community Resource Exchange](#) (CRE) team.<sup>1</sup>

Our team is international and works across several time zones. Our working hours are flexible, but at times there might be early morning or late evening meetings, depending on the candidate's location. Our mandatory full secretariat team meeting takes place every alternate Tuesday, from 1pm to 3pm UTC time.

As a team, we deeply value empathy, compassion and kindness. We work to build trust-based, mutually respectful relationships with each other and the people we work with, striving always for equity and inclusion.

## ***Responsibilities - The Research and Learning Facilitator will work to:***

- Develop a clear plan articulating the key research goals and methodologies (including identifying possible hypothesis to be tested, research questions, sources, gaps to be addressed, methods to be employed, etc.);

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<sup>1</sup> The CRE is a system to facilitate collaborations and co-develop strategies with and among communities defending their rights in the context of international investments and development projects. Further information is available [here](#).

- Conduct desk research (e.g.: through the CRE case database where we systematize information about collaborations with communities impacted by international investments or development projects, reviewing existing literature, etc);
- Support the CRE team in ensuring the case database is updated and potential gaps are addressed;
- Conduct online individual interviews and focus group discussions with grassroots communities, local and international civil society organizations, UN experts and other relevant actors;
- Conduct 1 to 3 in-person research missions, through a participatory approach where communities will be co-designing and co-leading the research process; potentially, there might also be scope for exploring capacity-building activities during the missions.
- Support the CRE team in organizing [collective learning processes](#) and documenting and systematizing lessons learned in relation to the research topic;
- Analyze the qualitative and quantitative data gathered through the research to identify systemic trends;
- Produce a series of case studies/blogs, and write a report collecting the different case studies/blogs and an analysis of the systemic trends; present and popularise the findings with support from the Communication Team.

### *Required experience and qualifications*

- At least 3-year prior experience as a journalist, communications professional, analyst, researcher and/or monitoring professional:
  - Storytelling skills and experience conveying complex human rights concepts to a general audience;
  - Excellent written and oral communication skills in English.
  - A deep, strategic thinker, who can zoom out and see the big picture, and also zoom in to the details.
- Experience in using mixed qualitative and quantitative research methodologies, especially conducting interviews on human rights issues with a sensitive and empathetic approach
  - Sensitive to dynamics of discrimination, exploitation, oppression and power differentials, especially the ability to navigate unbalanced power dynamics in the context of research processes,;
  - Ensuring adequate informed consent and maintaining data security, particularly at a community level;
  - Ability to use, collect and synthesize large amounts of information/data including through databases;
- Demonstrated commitment to human rights, and social and environmental justice.
  - Experience working with grassroots communities, human rights defenders, and/or civil society activists.
  - An intersectional approach, a feminist lens.
- Ability to work independently, as well as function as a member of a team and collectives.
  - Keen attention to detail and organizational skills.

- Strong interpersonal skills, with respectful, empathetic and collaborative style.
- Ability to work under pressure, prioritize and complete tasks in a timely manner, while juggling multiple tasks.
- Flexibility, adaptability and willingness to find solutions.
- Experience working in remote, diverse, international, and cross-cultural team settings.
- Proficiency in using computers and technology (including MS Office applications, Google suite, etc.).
- Ability to travel internationally occasionally, as required.

### *Preferred experience & qualifications*

- Proficiency in French or an additional language spoken in Africa is a plus.
- Experience with international human rights and/or development issues, with a focus on climate justice and environmental issues.
- Experience coordinating and advancing collective work, including facilitating workshops and using participatory research methodologies.
- Experience with participatory evaluation approaches especially outcome harvesting in program evaluations.

### *To Apply*

Please upload a cover letter and resume in English, as well as two work samples, before **January 15** to <https://rightsindevelopment.org/employment-application/>. We expect the first round interviews to take place around mid-March.

In the first paragraph of your cover letter, please include:

- the location where you would want to be based;
- whether you would prefer to work full-time or part-time.

If you are using Artificial Intelligence (AI) in preparing your application materials, please include a couple of sentences in your cover letter as a footnote or endnote explaining how you used AI.

We are unable to pay for relocation costs, nor sponsor work visas, so candidates must have the ability to work from their preferred location.

Please note that we have limited staff capacity and unfortunately we will only be able to contact shortlisted candidates. Apologies for the difficulties this causes.