

## Job Description: Deputy Country Director | Laterite Rwanda

Position:	Deputy Country Director
Education:	(Minimum) Masters in Economics, Statistics or Engineering, MBA or PhD a plus
Experience:	Minimum 8 years of relevant professional experience
Language requirements:	English; French, Kinyarwanda and Swahili a plus
Pre-requisites:	Outstanding quantitative data analysis skills & management experience
Start date:	ASAP

### About Laterite

At Laterite, we transform the way development research is done. Our mission is to deploy the most innovative research methods and the latest academic thinking in the social sciences to design effective responses to development issues. We provide three types of services to clients: i) comprehensive data collection and data processing solutions; ii) research services, from the design of large scale research projects through to analysis; and iii) strategic and technical advice to public and private sector clients.

Laterite currently operates in Rwanda and Ethiopia and we are in the process of expanding our network of offices. Our Rwanda office brings together more than 20 full time local and international staff, who work with a team of over 300 enumerators. In the last few years in Rwanda, we have successfully completed over 50 projects, working with internationally recognized universities, global think tanks, international NGOs, multilateral donor organizations and several Government ministries and agencies.

### The Laterite Model

1. ***We believe that impact is a long-term endeavor that requires being embedded in the local context:*** In order to achieve policy impact through research it is important to establish a strong local presence. To deliver high quality research and advice requires building a local team and data collection systems, understanding the context, establishing close working relationships with key players and understanding their constraints and motivations. We only conduct research where we have offices: currently Rwanda and Ethiopia.
2. ***We are rigorous and structured, but not rigid in our choice of analytic methods:*** Our mission is to deploy the most innovative research methods to design effective responses to development issues. We do not define ourselves by a particular method or approach (e.g. RCTs), but by our ability to embrace and deploy new technologies and research methodologies in our project work. We work in an *anti-disciplinary* way, by borrowing methods not only from econometrics but other fields as well.
3. ***We innovate with every opportunity:*** With every new challenge and opportunity we try to innovate, always with the objective of creating new and better ways of conducting research in low-resource country contexts. The Laterite Lab, our internal research development arm, catalyzes our research efforts and aims to equip our teams with new research methods and techniques. Our aim is not only to acquire and implement new methods, but to create new methods.

You can find out more about Laterite on our website at: [www.laterite.com](http://www.laterite.com)



## Working with Laterite

Working at Laterite will provide you with the opportunity to build on your management and technical expertise to make a difference on priority development questions. At Laterite, you will have:

- The opportunity to shape the strategic direction of a dynamic and growing research firm;
- A chance to make a difference on relevant policy and development issues in a high-pace environment;
- The opportunity to manage and focus on the professional development of a high-performing team of researchers and data collection specialists; and
- The challenge to constantly upgrade your own technical capabilities, to ensure that as a company we are always on the cutting-edge of research with impact.

## Who We Are

Laterite is led by a team of entrepreneurial professionals who strive to transform the way development research is done. Our research team has degrees from some of the world's top universities and vast experience delivering research projects in emerging markets. Our data collection team is recruited from the best local universities and are rigorously trained. We are proud to be a culturally diverse organization. We are also very proud of our office culture that is hard working, but relaxed, non-hierarchical, and fun!

## Position Description & Key Responsibilities

Together with the Country Director, the Deputy Country Director (DCD) will be responsible for managing Laterite's entire Rwanda operations; including the quality and timely delivery of our research projects, managing the professional development of the team, client engagement, financial management and business development.

This includes:

- Leading Laterite's research portfolio, from both an operational and technical perspective, ensuring we always achieve the highest possible standards of technical rigor;
- Leading client engagement, including agreeing on project design, contracts, deliverables, ongoing project management and the communication of results and implications;
- Motivating and managing a high performing team of researchers and data collection specialists, while ensuring continuous professional development for all Laterite staff, focusing not only on their time at Laterite but beyond;
- Ensuring that effective project management systems are sustained and improving internal processes, be it in terms of sound financial management practices, data collection systems, workflow, time management, etc;
- Identifying and pursuing opportunities for growth and innovation, be it from a technical, learning or business perspective.
- Providing technical leadership in all aspects of our work, including on program and impact evaluation design (e.g. regression discontinuity design, matching methods, matched cluster randomized control trials), sampling methods, econometric modelling, standard error measurements, network analysis and machine learning methods.

This Deputy Country Director (DCD) position is based full time in Kigali, Rwanda.



## Profile

Ideal candidates are passionate about international development and are willing to commit to live in Kigali, Rwanda, for at least **three years**. They have at minimum a Master Degree related to economics or engineering from a leading university, with at least 8 years of relevant professional experience (a PhD or an MBA is a plus). They are willing to develop their professional skills and lead the growth of an organization dedicated to social and economic development. They have outstanding technical and managerial skills, are proficient communicators in English, have excellent interpersonal skills, are self-motivating, team players and able to effectively solve problems and adapt to changing situations.

## Qualifications

1. **Pre-requisite:** Outstanding quantitative skills with a strong knowledge of econometrics, sampling techniques and program evaluation
2. **Pre-requisite:** Experience leading teams and managing clients in both public and/or private sectors
3. Experience working on development projects, impact evaluations or strategy consulting projects
4. At least 8 years of experience in international development, public policy economic and social research, or development/strategy consulting
5. Minimum of a Master's degree in economics or engineering; an MBA or PhD is a plus
6. Strong oral and written communication skills in English
7. Fluent in English (French, Kinyarwanda or Swahili is a plus)
8. Experience living and working in different cultures; time spent in sub-Saharan Africa or other developing countries strongly preferred
9. Must thrive in a growing organizational setting, and be able to adapt to dynamic growth and change

## Compensation

Competitive with similar roles in other social enterprises and research firms. Benefits include two round-trip flights back home per year, generous annual leave allowance, international health insurance, medical evacuation, and individual/team bonuses.

## Application Process

Please complete the following form <https://form.myjotform.com/70301674007547>, including a CV, cover letter and a short writing sample within the link. Applications are reviewed on a rolling basis but we encourage you to apply ASAP.