



POSITION: Pillar Lead - MEAL
REPORTING TO: Executive Director
REMUNERATION: Competitive
LOCATION: Nairobi, Kenya
START DATE: ASAP



Background

Samuel Hall is a social enterprise specializing in migration and displacement research. Our rigorous research approach informs policies and programs and connects communities to change-makers for more inclusive societies. Structured around three pillars, including Research & Policy, MEAL, and Data Standards and Analytics, the company has offices in Kabul, Nairobi, Berlin, and Tunis, and staff working remotely. The company has registered its holding in the Hague, Netherlands, where it aims to situate core functions including finance and human resources, to begin with. Samuel Hall partners with global organizations (United Nations, governments, and non-governmental organizations – NGOs) as well as universities to better understand, remove, and reduce barriers to migration and inequalities in the world. With ongoing conflicts, instability, climate change, and socioeconomic inequalities, our work remains crucial in providing evidence-based solutions. The company is currently composed of 45 full-time staff members. Learn more at <https://www.samuelhall.org/>.

Who is Samuel Hall

Our research connects the voices of communities to changemakers for more inclusive societies. Samuel Hall is a social enterprise that conducts research, evaluates programs, and designs policies in contexts of migration and displacement. Our approach is ethical, academically rigorous, and based on first-hand experience in complex and fragile settings. With offices in Afghanistan, Germany, Kenya, Tunisia, and the United Arab Emirates, we are based in the regions we study.

We have over ten years of experience in 70+ countries and have become a trusted partner and leading voice in the field of migration and displacement research, working with governments, donors, multilateral organizations, and NGOs, as well as public and private sector entities. It's an exciting time for Samuel Hall – we were recently selected by Stanford University as one of the Global South's high-potential, fast-growth social enterprises. For more information, please visit www.samuelhall.org.

WORK ENVIRONMENT: We work in a fast-paced, demanding, and challenging environment – you will be expected to grow with us and carve out your own spot in the team. We look for proactive, creative individuals who find opportunities to make their mark and identify solutions to problems. We look for strong leaders and reliable team players who can add value from the very start, expand our knowledge, and help us to maximize our social impact.

About the Role

We are seeking an experienced and professional Pillar Lead – MEAL Pillar to join its team for a full-time position. Samuel Hall's MEAL Pillar empowers civil society, inter-governmental organisations, governments, small businesses and other stakeholders with rigorous research, insightful evaluations and comprehensive solutions, driving positive change in contexts of migration and displacement, international development and social equity.

The Pillar Lead holds leadership responsibilities over the thematic research pillar and within Samuel Hall at large. This includes defining the strategic direction of the pillar with the Director of Programmes, leading personnel management, ensuring oversight and final approval on all projects under the pillar and contributing to business development and representation of Samuel Hall.

About You

The Pillar Lead is responsible for research projects from both management and content perspectives. He/she will oversee the Research Managers who are responsible for producing high-quality field research plans, methodologies and tools, as well as being able to draft, with minimal supervision, all required outputs for a given project. The Research Managers are also in charge of conducting post-project debriefs, lessons learned and evaluations, to ensure their institutional contribution. Their role is essential to maintaining Samuel Hall research standards - from conceptualisation to delivery - on key themes of priority for the organisation. The Pillar Lead will lead projects as the Research Manager on a routine basis.

Tasks and Responsibilities

Objective 1 - Pillar Strategic Direction and Implementation

- Set research vision for the pillar and coordinate with broader research goals at Samuel Hall in collaboration with the Director of Programmes.
- Participate in the OKR process and any internal strategic discussions.
- Update the Strategic Workforce Plan (SWP) and any pillar strategy documents.
- Hold regular coordination meetings with other pillar leads.
- Lead on the conceptual strengthening of and inputs on pillar projects.
- Focus on specific thematic areas of research and develop said in-house expertise.
- Guide project teams to understand and implement the vision for the research.

Objective 2 - Pillar Management and Coordination

- Manage and coach pillar and project team members.
- Make recruitment decisions for each project - high-level project staffing.
- Hold coordination and staffing meetings with pillar staff and other RMs.
- Liaise with Human Resources on contract discussions/recruitment, aligned with the pillar SWP or on a project basis; flag any team or HR concerns in real-time.
- Monitor the implementation of the project A to Z cycle for pillar projects.
- Review Research Planning Team (RPT) content ahead of time and participation in RPT meetings.
- Review and approve project budgets and all deliverables to be submitted to the client.

Objective 3 - Business Development, Representation and Communications

- Represent Samuel Hall at meetings, presentations, conferences, workshops on the key pillar themes.

- Lead business development for the pillar including proposal development and guidance.
- Contribute to dissemination of strategies and activities as agreed with the Director of the Programmes/Partnerships Unit.

Job Requirements

- A Masters degree in International Relations, International Development, Political Science, or a related field.
- A minimum of 8 years of relevant experience in research.
- Proven experience in project management, monitoring and evaluation and leading teams.
- Proven experience in writing research papers, consultancy reports, evaluation assignments, and policy briefs.
- Proven expertise in quantitative and qualitative data analysis and tools (for example, R, SPSS, NVIVO).
- Knowledge of key institutional frameworks and stakeholders.
- Strong presentation skills and ability to build professional relationships.
- Excellent verbal and written skills in English.
- Keen attention to detail.
- Ability to be patient and to work well within a global team.
- Ability to cope well under pressure, occasionally work irregular hours and meet tight deadlines.

Desirable

- A PhD degree in a relevant field.
- Published articles/ papers (peer-reviewed).
- French, Arabic, Dari, Pashto and additional languages.
- Experience specific to the East and Horn of Africa, Central/South Asia, the Middle East and North Africa.

How to apply

Interested applicants should submit the following by e-mail to ireti@ngorecruit.com quoting reference number: **NSH002**

- A CV in word or PDF format (please include 3 references).
- A 1-page cover letter outlining how your skills and experience align with Samuel Hall's mission and the unique qualities you will bring to this role.

Application Deadline: 12 July 2024

Interested applicants are encouraged to **apply ASAP**. Only shortlisted candidates will be contacted. For more information about Samuel Hall, visit their [website](#) and [LinkedIn](#) account.