

Call for Application

Job Title: Director, Research and Knowledge Management

Location: Lagos, Nigeria

Closing date: 29th November 2016

Job Start: January 2017

Reporting to: Executive Director

Position description

The Initiative for Equal Rights (“TIERs”) is hiring for the position of Director of Research and Knowledge Management (“DRKM”). The position includes conceptualizing and directing research and analysis around sexuality and gender, discriminatory laws and policies, community based research, and impact assessment. The DRKM will design and lead empirical and qualitative research that will feed into policy, advocacy, programming and law review. The position holder will be responsible for produce research reports, white papers, policy briefings and resource materials.

Role and Responsibilities

- Developing social and policy research and social perception survey on LGBT rights and issues.
- Researching, documenting and analyzing the life and lived experience of LGBT persons at the community level and society at large.
- Overseeing the research and knowledge management activities of the organization through a focus on a broad-based portfolio of research topics.
- Developing a database that contains detailed information and analysis of LGBT people’s reality from a social, economic and clinical perspective.
- Designing and managing research projects effectively and efficiently, including tracking research projects for successful completion and influencing how research outcomes are used for programming, policy and advocacy.
- Ensuring that research projects adhere to strict academic rigor and ethical standard
- Working with the communication department of TIERs to develop a comprehensive communication strategy and implementation that is research led and communicated to relevant key stakeholders.
- Supporting fundraising for research projects of the organization by identifying new grant opportunities.
- Creating a conducive intellectual and research environment and to make TEIRs the Centre of excellence on LGBT research in Nigeria.
- Working with local LGBT organizations to ensure issues faced within the community are reflected in research.



- Engaging with the media and other stakeholders through speaking engagements, writing and publications such as op-eds and commentary and presenting at conferences locally and internationally.
- Performing other duties that may be assigned by direct supervisor.

Qualification and Experience

- A degree in the social sciences or relevant discipline. A Masters-level degree would be an added advantage.
- Good understanding of sexuality and gender related issues.
- Three- Five years' prior work experience in similar field. Work experience in non-profit entity is an additional advantage.
- Excellent writing skills with a proven track record of research and publication.
- Demonstrate past record of peer-reviewed publication or similar research output.
- Networking skills and managing complex situations are desirable skill.
- Ability to deliver task with minimal supervision.
- Excellent written, verbal communication and interpersonal skills
- Commitment to equality and social inclusion is mandatory.
- Understanding of issues affecting members of the LGBT community including but not limited to homophobia, transphobia and heterosexism.

Application

Please submit a cover letter, curriculum vitae (including contact details of two recent professional referees) by email to jobs@initiative4equality.org by 29th of November 2016. Please use the subject title: **Director, Research and Knowledge Management**

Only short-listed candidates will be contacted.

About TIERS

The Initiative for Equal Rights is a registered non-governmental organization working towards the protection and promotion of the human rights of sexual minorities in Nigeria. www.initiative4equality.org

Embrace Diversity.....Stop Discrimination