



## **WE ARE HIRING A DIRECTOR OF RESEARCH AND KNOWLEDGE MANAGEMENT**

**JOB TITLE:** Director, Research and Knowledge Management

**LOCATION:** Lagos, Nigeria

**REPORTING TO:** Executive Director

### **DESCRIPTION**

The roles assigned to this 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 producing research reports, white papers, policy briefings and resource materials.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

*(Additional duties may be assigned)*

- Developing social and policy research and social perception surveys on LGBT+ rights and issues.
- Researching, documenting and analyzing the life and lived experiences of LGBT+ persons at the community level and society at large.
- Overseeing the research and knowledge management activities of the organization with 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 standards.
- Working with the communications 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 aimed at make TEIRs a Centre of excellence on LGBT+ research in Nigeria.
- Working with LGBT+ partner 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,

## **QUALIFICATIONS**

The candidate is required to possess:

- A degree in the social sciences or relevant discipline. A Masters-level degree would be an added advantage.
- A Good understanding of Sexual Orientation, Gender Identity and Expression and Sex Characteristics (SOGIESC)
- 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.

- Demonstrated past record of peer-reviewed publication or similar research output.
- Experience with quantitative and qualitative research.
- Networking skills and managing complex situations are desirable skill.
- Ability to deliver tasks with minimal supervision.
- Excellent written, verbal communication and interpersonal skills
- Discretion and ability to handle confidential issues.
- Ability to work collaboratively and respectfully with others in a diverse team, across organizational boundaries and multiple locations, and with team members at all levels.
- Confidence and enthusiasm when communicating with both external partners and the internal project teams in formal and informal presentations
- A passion for social change with interest in the field of gender equality, human rights, SOGIESC, social justice, and civic engagement.
- Exceptional professionalism, follow-through and people skills.
- Personal qualities of humility, capacity for self-reflection, and/or a sense of humor is a plus.
- Availability to travel within and outside Nigeria.

## **COMPENSATION**

The salary for this role is N350,000 monthly before taxes. This is a full-time position for employment. We are seeking exceptional applicants and offer excellent employer-paid benefits and working perks.

## **METHOD OF APPLICATION**

Interested and qualified candidates should send their cover letter and CVs to [jobs@initiative4equality.org](mailto:jobs@initiative4equality.org)

Email subject should read: **DIRECTOR, RESEARCH AND KNOWLEDGE MANAGEMENT**

**APPLICATION CLOSING DATE:** Application for this role closes by 10 a.m. on the 27th of September, 2019.

**Only shortlisted candidates will be contacted.**

TIERs believes that diverse teams are strong teams. We are an equal opportunity employer committed to workforce diversity, composed of teams with a mix of genders, ages, education, and multiple tribes, faiths, and socio-economic backgrounds. We encourage candidates of all genders, ages, abilities, orientations, ethnicity, and origins to apply.