

Job Description - Director, Research at Jan Sahas

Hiring for	Director, Research
Apply by	31 st March 2023
For queries	careers@jansahasindia.org
Report to	CEO, Jan Sahas.
Location	Flexible / work from home options available. Delhi, preferred.
Travel	Yes. 5-7 days a month for government meetings, organizational events, and team meetings.
Annual CTC	Competitive compensation and benefits package (commensurate based on experience)
For application	Complete this application form
For queries write to	careers@jansahasindia.org

About Jan Sahas

About the organization Jan Sahas, established in the year 2000, is a not for profit grassroots organization committed to promote the development and protect the rights of socially excluded communities with the special focus on girls and women through eradication of all forms of bondage including manual scavenging and caste-based prostitution; empowerment of adolescent girls and women to end violence and gender justice, skill development for dignified livelihoods and social entrepreneurship; legal aid for access to justice and reform in the criminal justice system; land and agriculture development; develop barefoot lawyers to build victim or survivors as leader and empowerment of communities through capacity and organization building. With our national office in New Delhi. We are currently working in ~100 districts of 13 states in India. To know more please visit at: <https://jansahas.org>

About Jan Sahas's research function

The research team at Jan Sahas was set up in 2019. It executes projects across two core issue areas of Jan Sahas: social protection for internal migrants and addressing sexual violence against women and children. The focus is on a mix of exploratory and strategy-informing studies. Jan Sahas's roots in the community through 1000+ field staff and large registries of people it serves offers the opportunity to regularly use large-scale data and community feedback.

Key studies carried out include:

Social protection for internal migrants

- [Voices of Invisible Citizens I](#): A rapid assessment on the impact of Covid-19 lockdown on internal migrant workers with recommendations for state, industry, and philanthropies.
- [Voices of Invisible Citizens II](#): A perception-based survey to understand the shift in internal migration patterns since one year of the pandemic.

- [“My Labourers are Everything to Me”](#) – A qualitative study on micro-contractors from the construction sector across Bengaluru, Delhi, Hyderabad and Mumbai.
- [Internal Migration in Asia](#) – A comparative study exploring key drivers of migration, climate-induced migration, impact of Covid-19, labour laws and social security measures in 6 Asian countries.

Addressing sexual violence against women and children

- [Sexual Violence in South Asia - Legal and Other Barriers to Justice](#) : A qualitative study on the barriers to justice for survivors from marginalised groups across 6 South Asian countries.
- [Recourse for Sexual Violence Survivors in Times of Crisis](#): A compilation of recommendations for national and state-level governments, Civil Society organizations (CSOs) and philanthropies.

The focus going forward is to carry-out sector and strategy-informing studies that contribute to increasing social protection for migrants and addressing sexual violence in India and South Asia.

Currently, the team consists of five individuals: one research lead and one coordinator for each of the two thematic areas, led by a combined director for research and monitoring, learning, and evaluation.

About the position

The Director – Research will play a key leadership role in the organization. The director will set the agenda for research and studies to be conducted in alignment with organizational goals. In the area of migration, the director will help develop cutting edge research that informs Jan Sahas’s strategy as well as shares insights with the social sector, government, and other key stakeholders, including to mitigate the impact of climate change on migrants. In the area of sexual violence, they will help develop research that improves quality of support to survivors of violence and interventions that help prevent sexual violence. They will do so by developing and leading the research team, as well as partnering with researchers in development and execution. The director will also lead the communication of research in the public domain. Finally, the director is a key leadership position in Jan Sahas and the director will be working with other vertical heads to support Jan Sahas’s program and organizational development.

Key responsibilities

- Collaborate with the CEO, program leadership, and other functions to develop and execute the research strategy
- Develop annual and multi-year research plans in alignment with thematic goals
- Develop and lead the team to conceptualize and manage research projects
- Ensure quality, accuracy, timeliness of research products
- Lead in professional development and upskilling of research team members
- Help develop the communication strategy to maximize impact of research products

Ideal qualification and work experience

- 10+ years of professional experience, with significant experience leading teams
- 5+ years of experience as a researcher
- Experience conducting studies across different methodologies (quantitative, qualitative, mixed methods, ROI, RCT studies) and use of statistical software/tools (e.g., R, Stata, SPSS, NVivo)
- Strong facilitation skills for internal and external collaboration
- Strong writing, editing, and verbal communication skills in English. Conversational ability in Hindi.
- Experience working with socially excluded communities and in themes such as migration, labour markets, climate change, gender, violence against women and children preferred

Compensation and benefits

We offer competitive compensation and benefits package.

Annual CTC: Commensurate with experience, skills etc.

Benefits:

- Health Insurance
- Term-life Insurance
- A total of 25 days of annual, casual and sick leave. Additional 6 days of menstrual leave
- Maternity leave (as per law), paternity leave
- Employee Assistance Program / mental health support

Application Process:

Interested applicants can [fill this form](#) to apply