



Deputy Director of Research
Equimundo: Center for Masculinities and Social Justice, Washington, D.C.

Overview:

Equimundo: Center for Masculinities and Social Justice seeks a full-time Deputy Director of Research. This position may be based in Washington, D.C. (with a hybrid work-from-home/office model) or globally.

About Equimundo:

Equimundo is a global leader in promoting gender equality and preventing violence by engaging men and boys in partnership with women, girls, and individuals of all gender identities. We believe that working with men and boys to transform harmful gender norms and unequal power dynamics is critical to achieving gender equality. Our core thematic areas of work are Equity of Care, Gender Socialization, and Violence Prevention. With partners in more than 55 countries, Equimundo's work – including high-impact research, evidence-based programs, and targeted advocacy efforts – seeks to create a nonviolent, caring, and gender-equitable future for all. For more information, please visit www.equimundo.org.

Job Description

The Deputy Director of Research reports to the Director of Research, Evaluation and Learning and plays an essential role in supporting technical, strategic, operational, financial, and other aspects of leadership for all research projects undertaken by Equimundo. The position is full-time and requires up to 30% travel.

Responsibilities envisioned specifically for this position:

1. Along with the Director of Research, Evaluation, and Learning, the Deputy Director of Research will grow and nurture the overall research portfolio, including:
 - a. Maintain and advance Equimundo's position as a thought leader and an innovator in using evidence for practice;
 - b. Nurturing strategic partnerships with local, regional, and global allies and stakeholders;
 - c. Identifying new opportunities and trends in research and evaluation to conduct ethical, feminist, and decolonizing research;

- d. Representing the organization as a spokesperson in various professional and/or media-facing settings (as delegated with other senior leaders); and
 - e. Utilizing rigorous analytical skills (both quantitative and qualitative) to strengthen the evidence emerging from Equimundo's projects and work.
2. Co-coordinate Equimundo's "Thought Lab" with the Director of Research, Evaluation and Learning. The Thought Lab refers to a concise set of research and advocacy projects undertaken closely with the Office of the CEO outside Equimundo's three primary thematic areas. As co-coordinator of the Thought Lab, the Deputy Director of research will:
 - a. Work with the Office of the CEO and Director of Research, Evaluation and Learning to define specific objectives and areas to pursue at the beginning of every fiscal year, working within the available time and financial resources;
 - b. With the Director of Research, Evaluation and Learning, run the day-to-day of any projects that come under the Thought Lab portfolio; and
 - c. Support the business development team for proposal submissions that fall under the Thought Lab.
 3. Conducting rigorous mixed method (both quantitative and qualitative are a must) research on gender and masculinities, delivering high-quality outcomes within project timelines and budgets, with minimal supervision.
 - a. Provides oversight and technical leadership and support throughout all stages of the research cycle, including research design, tool development, training of research personnel (internal and external), data collection, quality assurance, ethical conduct, data management and analysis, developing knowledge products for a variety of audiences, and engaging in strategic and impactful dissemination.
 4. Supervise junior research staff, independent consultants, and fellows, working with them and the Director of Research, Evaluation and Learning to adequately plan projects' scopes of work, timelines, activities, and deliverables, as well as identify and troubleshoot problems promptly and effectively. Supervisory responsibilities will be carried out per Equimundo's policies and applicable laws, including interviewing, hiring, and training staff; planning, assigning, and directing work; reviewing performance, including conducting yearly performance evaluations to assess, monitor, and evaluate the skills performance; and professional development needs of staff; providing actionable feedback; and appropriately resolving issues.
 5. Manage and/or supervise projects, including negotiating contracts with partner organizations, preparing written reports, and promptly meeting project objectives. Provide technical guidance—in collaboration with the Director of Research, Evaluation and Learning—to ensure that high-quality deliverables are produced.

Qualifications for Consideration:

- Doctorate Degree focusing on international development, women's and gender studies, quantitative methods, data science, or related topics.

- At least 5-7 years' relevant work experience, with considerable knowledge and experience within several technical skill areas, including - but not limited to - gender and masculinities and at least one of Equimundo's core thematic areas.
- Demonstrated experience and proficiency in both quantitative and qualitative research methodologies.
- Experience with project management and partnership development.
- Excellent interpersonal skills and the ability to address complex relationships and projects with diverse colleagues and partners with diplomacy.
- Second language preferred (Spanish or French).

Compensation:

Equimundo offers competitive and fair salary ranges in Washington, D.C., not-for-profit, and related sectors. The range for this position is \$100,000-115,000, depending on years of experience and academic qualifications. The position provides fully paid health insurance, four weeks of vacation leave, 13 holidays, and an additional 8% of annual salary toward retirement benefits.

Start Date:

The proposed starting date is September 1st, 2024.

To Apply

To apply, please send the following documents - writing "Deputy Director of Research" as the subject heading - as **one single PDF file** labeled FirstName_LastName_DeputyDirResearch, to jobs@equimundo.org:

1. Cover letter
2. Resume
3. Short writing sample in English
4. Two academic or professional references

Applications will be accepted on a rolling basis until the position is filled. Only shortlisted candidates will be contacted. This job vacancy will remain open until the position is filled.

Equal Employment Opportunity Statement

Please view this description as a general overview, but not a mandatory comprehensive list. If you feel passionate about our efforts and believe you have the skills to contribute and lead in this role, do apply. We want to hear from you!

Equimundo is committed to creating and maintaining a diverse and inclusive working space for all employees and to providing employees with a work environment free of discrimination and harassment. All qualified applicants will receive consideration for employment without regard to age, race, color, religion, creed, national origin including ancestry, ethnicity, sex including pregnancy, gender, gender identity, gender expression, transgender status, disability, alienage or citizenship status, military status, including past, current, or prospective service in the uniformed services, genetic information,

predisposing genetic characteristics, marital status, domestic violence victim status, familial status, actual or perceived sexual orientation.

We are an equal opportunity employer, and we strongly encourage Black, Indigenous, people of color, women, people with previous felony convictions, members of the LGBTQIA+ community, and others who identify with underrepresented groups to apply.