LOCATION: Nairobi, Kenya

WORK PERMIT: Candidates must have the right to work in Kenya for this position

TERM: Long-term full-time position

EXPECTED STARTING DATE: June-August 2020

APPLICATION DEADLINE: Applications will be considered on a rolling basis

SENIOR ASSOCIATE

ABOUT US

As a trusted-advisor to governments, foundations, bilateral and multilateral organizations, and NGOs, Instiglio is building a global movement for results-based financing in all major social sectors, including education, health, livelihoods, agriculture, and governance. Everything we do is rooted in a desire to help our partners generate greater impact.

To that end, Instiglio has a track record of successfully pioneering the introduction of Impact Bonds, Outcomes Funds, and a variety of other RBF instruments, and influencing key players in changing the way they approach, design, fund, and implement programs. Some examples of Instiglio’s work include:

- Piloting the multi-million dollar Poverty Alleviation Outcomes Fund (PAOF) in Kenya in partnership with the Governments of Kenya and Rwanda; developing an RBF program in workforce development for vulnerable populations in Morocco; improving the water and utilities sectors in Sierra Leone through RBF, driving results-based programming within the National Development Plan of the Colombian government; and structuring +25 Results-Based Financing (RBF) projects in over 15 Latin American, African, and South Asian countries.

- Headquartered in Bogotá, Colombia, we are a team of 50+ people and representing 10+ nationalities, with offices in Kenya, Morocco, Peru, and the USA. Our diverse and passionate, global team is brought together by a desire to change the status quo and to execute high-quality work with integrity, collaboration, and innovation at the core of everything we do. Please visit the Instiglio website for more information.

THE ROLE

Senior Associates at Instiglio will gain expertise in developing components of RBF instruments while playing a leading role in our projects; gaining and bringing a thorough understanding of different design choices, independently assessing tradeoffs, and making recommendations for our technical designs.

Senior Associates will guide stakeholders and clients through difficult yet important adaptations of their practices, translating complex concepts into understandable insights. Senior Associates will also build rapport with clients by understanding their needs and adding value to their mission. Within the team, they work directly with our project managers and leads to deliver high-quality services and will eventually have the opportunity to lead teams. Tasks may include:

- Describing and interpreting graphs, analyzing data and applying statistical concepts (e.g. mean, SD, regressions) to draw actionable insights/hypotheses.
- Proposing and structuring data analyses and testing hypotheses.
- Building/executing change management plans for clients and stakeholders in the public, private and social sectors using clear and effective communication.
- Participating and eventually leading the creation of proposals and client deliverables.
- Analyzing/understanding all the dimensions of Results-Based Financing including economic concepts.
- Actively improving our Results-Based Financing services and our delivery approaches.

Instiglio, Inc. | www.instiglio.org
Developing from scratch technical components of Results-Based Financing instruments, assessing the considerations and trade-offs unique to each design.

Design and delegate activities and tasks to achieve the most effective results within the team.

THE PROFILE

We are growing a team of resourceful go-getters that are driven by our mission, curious about the world, and dedicated to a life of learning. An ideal candidate will have:

REQUIRED QUALIFICATIONS

- **Experience:** At least 4 years of relevant work experience in international development and/or in the public sector
- **Education:**
  - BA degree in economics, development economics, statistics, or related fields
  - Master’s degree in economics, international development or related fields
- **Language skills:**
  - Exceptional written and oral communication skills in English - C1
- **Skills needed for the position:** Exceptional strategic thinking, problem-solving, structured-thinking, and people skills:
  - Senior Associates are expected to adeptly develop complex analytical frameworks and have exceptional working proficiency of the most common analytical principals (e.g. MECE) to give structure to the analysis
  - Strong people skills. This person can relate well with people from different backgrounds, build trust, and solve problems.

PREFERRED QUALIFICATIONS

- **Experience:**
  - Work experience in consultancy
  - Experience with client management
  - Experience working on teams
- **Knowledge:** Knowledge of Results-Based financing mechanisms and/or experience related to the field
- **Language skills:** Professional working proficiency in French
- **Skills needed for the position:**
  - RBF analytical skills: Senior Associates are expected to apply RBF-related frameworks and design from scratch most of the components of RBF models with slight supervision from the manager

HOW TO APPLY

Please apply here. Applications are rolling and considered as they are submitted. Please note, only candidates selected for an interview will be contacted.