LOCATION: Nairobi, Kenya
TERM: Long-term full-time position
EXPECTED STARTING DATE: Flexible; various start date options
APPLICATION DEADLINE: Applications will be considered on a rolling basis until the position is filled

ANALYST

ABOUT INSTIGLIO

Instiglio is a non-profit consulting firm whose goal is to reshape expectations, raise performance standards, and maximize the impact of the development community. To do so, since our founding in 2012, we have pioneered novel Results-Based Financing (RBF) and Performance Management approaches in developing countries to ensure that every dollar invested in solutions to poverty has the greatest possible impact. Instiglio is helping to build a global results movement in major social sectors, including livelihoods, agriculture, education, health, employment, and governance.

During our journey, we have worked with a range of actors; including governments (e.g., Governments of Colombia, Peru, Morocco, and Egypt), multilateral development banks (e.g., World Bank, Inter-American Development Bank), development aid agencies (e.g., USAID, MCC, DFID, GAC, SECO), service providers (e.g., Educate Girls, Mercy Corps, World Vision), and private foundations (e.g., IKEA Foundation, UBS Optimus Foundation, Fundación Corona, Fundación Bancolombia).

Instiglio has successfully launched RBF projects in over 25 Latin American, African, and South Asian countries, totaling over $500 million tied to results. Particularly important milestones include the world’s first Development Impact Bond (education, India); the first Social Impact Bond launched in a middle-income country (workforce development, Colombia); the first Outcomes Fund (poverty graduation, Kenya and Uganda); and the launch of performance-based contracts with governments in Africa (employability, Morocco). Instiglio has also advised pioneer RBF transactions in the areas of agriculture and rural development in Colombia and Peru with the Canadian (GAC) and Swiss (SECO) development aid agencies, respectively. Furthermore, Instiglio has increasingly supported governments in strengthening their systems of delivery through multi-year reform processes.

We are a diverse team of 50+ people, representing 10+ nationalities, with offices in Colombia (HQ), Kenya, Morocco, Peru, and the USA. Our team of practitioners has extensive development and government experience, including previous roles in impact evaluation (e.g., J-PAL), development banks (e.g., World Bank), country governments (e.g., Rwanda Ministry of Finance, Colombia’s National Planning Department, Congress of Colombia), and research (e.g., Harvard’s Center for International Development).

THE ROLE

You will have an opportunity to engage with a fast-paced results-oriented environment, experience first-hand the fundamentals of a growing global business, and, in addition, contribute to the momentum of the results movement in international development. You will work directly with a team composed of a project lead, project manager(s), senior associates, and/or associates to deliver high-quality services. The tasks may include:

- Contribute to the development and improvement of our RBF and Performance Management services,
- Conduct literature reviews and synthesis of the findings,
- Support the team in preparing deliverables and high-quality presentations for clients,
- Execute qualitative and quantitative data analysis.
MINIMUM REQUIREMENTS

- **Work experience:**
  - Up to 2 years of work experience.
  - Experience in data analysis and management.
  - Experience in quantitative and qualitative research.
- **Education:** Bachelor’s degree in Economics, Statistics, Social Sciences, Business, Engineering, or related areas.
- **Language skills:**
  - Exceptional written and oral communication skills in English - C2.
- **Skills:**
  - Ability to synthesize technical information into simple concepts and analyze information critically.
  - Good level of proficiency working with Microsoft suite (Excel, PowerPoint, Word).
  - Passion for social work and the mission of Instiglio.

PREFERRED QUALIFICATIONS

- **Education:** Master’s degree in economics or a related field is a strong plus.
- **Experience:** Experience as a research assistant.
- **Skills:** Teamwork skills with the ability to work autonomously.
- **Language:** Professional working proficiency in French - C1.

PROFESSIONAL DEVELOPMENT & BENEFITS

Analysts at Instiglio have a chance to develop a variety of skills and support project teams with high quality research and analysis under the guidance of more experienced staff. Analysts, who demonstrate readiness to assume a greater level of responsibility, can expect to progress to the Associate level within a few years. Instiglio has a strong feedback culture, with all staff receiving quarterly formal, structured reviews, in addition to real-time feedback. Additionally, a mentorship system and development plans are in place to ensure that staff receives proper support in their professional development. Instiglio offers generous benefits, which include personal days, remote work days, travel and health insurance, a company holiday additional to vacation, and parental leave, among others.

HOW TO APPLY

Please apply here, submitting your CV and cover letter (in English). In your cover letter answer the following questions: (1) Why are you a good fit for this role? (2) What is your motivation to apply to Instiglio? Only candidates selected for an interview will be contacted.