

South Sudan

*Approved***VACANCY ANNOUNCEMENT***(External)*

Ref No. BBC MA/JBA/2023/17/NOV/10/RLO-LIL



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| <b>Job Title:</b>               | Research and Learning Officer   |
| <b>Number of positions</b>      | One (1)   |
| <b>Line Manager:</b>            | Research and Learning Manager   |
| <b>Contract type/Time:</b>      | 10 months fixed term  |
| <b>Location:</b>                | Juba, with travel to the field  |
| <b>Eligibility:</b>             | South Sudan National only   |
| <b>Deadline for submission:</b> | 5 <sup>th</sup> December 2023, 5 PM CAT   |
| <b>NOTE:</b>                    | <b>AS THIS POSITION IS URGENTLY REQUIRED, SHORTLISTING MAY START BEFORE THE APPLICATION DEADLINE.</b> |

**ABOUT BBC MEDIA ACTION:**

BBC Media Action believes in the power of media and communication to help reduce poverty and support people in understanding their rights. Our aim is to inform, connect and empower people around the world. We are passionate about people getting the information they need and in turn being able to communicate – to good effect – with those in power.

To achieve this, Media Action partners with civil society, local media, and governments to:

- Produce creative programmes in multi-media formats, based on robust research, which inform and engage audiences around key development issues.
- Strengthen the media sector through building professional capacity and infrastructure.

BBC Media Action delivers a portfolio of media and communication for development projects in South Sudan. We seek to expand this portfolio of work, ensuring that existing projects are delivered on time, to budget, to the highest standards, and in accordance with BBC editorial values as well as Media Action best practice.

**LIFE IN LULU PROJECT:**

Life in Lulu is BBC Media Action's long-running radio drama in South Sudan. In the past the storylines focused on beliefs about health, conflict, and peaceful co-existence. To date, 8 series of the drama have been produced and BBC Media Action is preparing to produce an additional 2 series. These will focus on raising awareness and encouraging action against gender-based violence while empowering women and young people to actively participate in decision-making processes regarding civic issues that affect them and their communities. The drama will be produced in local languages and broadcasted nationally and across community stations, use digital platforms and work with CSOs to implement community outreach activities.





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**OVERALL PURPOSE OF THE JOB:**

The Research and Learning Officer will be responsible for the delivery of day-to-day research elements within project(s), under the direct supervision of the Research & Learning Manager. The Research Officer will be responsible for the delivery of research, including preparing reports, delivering presentations and co-ordinating with other teams to ensure project requirements are met.

**Main Duties:**

- To support the commissioning of qualitative and quantitative studies, including negotiating on technical matters, such as recruitment, sampling, and analysis.
- To support the implementation of research, including developing instruments; monitoring quality, budget and timely delivery of research outputs; supervising fieldwork; and analysing data.
- To support the implementation of ad hoc qualitative and quantitative research and secondary data analysis in support of projects and programmes.
- To recruit research participants and moderate focus groups and conduct in-depth interviews.
- To process, clean and analyse qualitative and quantitative data.
- To coordinate data collection fieldwork and monitor quality and ethics in fieldwork.
- To engage proactively and collaboratively with non-research staff to support the development and use of research in the production of BBC Media Action's creative outputs, and communication with donors.
- To ensure the effective collection, analysis, compilation, filing and storage of monitoring data and evidence against logframe indicators at all levels.
- To support in designing and implementing a comprehensive set of research tools and setting up research databases for the project which captures the capacity building, outreach and production impact of the project.
- To write research reports and prepare presentations that inform the production process and monitor and evaluate project effectiveness, for internal and external audiences.
- To regularly present research findings to project management and production teams and to assist in external research and project presentations to partners and donors where required.
- To contribute to donor reports using research findings and evidence to show progress at output, outcome and impact level.
- To document methods and practices in qualitative and quantitative research currently employed by Media Action's research to support the identification of lessons learned and best practice for organisation-wide learning.
- To identify, develop, pilot and document new approaches and methodologies for project research (e.g. ethnographic research) under the supervision of the Research Manager.

**PERSON SPECIFICATION - REQUIRED KNOWLEDGE, SKILLS, AND EXPERIENCE**

- Degree in Statistics, political science, international relations, development studies, management, or related field.
- At least 2 years of relevant working experience in development and humanitarian settings with involvement in research activities.

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- At least 2 years' experience designing, managing, and delivering a range of research works in South Sudan is mandatory.
- Excellent qualitative and quantitative and analytical skills.
- Experience in conducting formative, baseline, progress monitoring and endline evaluations in the development/humanitarian sector in South Sudan.
- Excellent communication and report writing skills is mandatory.
- Experience with stakeholder engagement and communicating research findings to a diverse audience.
- Familiarity with South Sudan context and understanding of donor and government requirements.
- Proficiency in Microsoft Word, Excel, and PowerPoint
- Ability to use Stata, SPSS, or similar statistical software.
- Ability to program surveys on Kobo, SurveyCTO or related platforms is mandatory.

**COMPETENCIES:**

The following competencies (behaviours and characteristics) have been identified as key to success in the job. Successful candidates are expected to demonstrate these competencies.

- **Analytical Thinking** – Able to simplify complex problems, processes, or projects into component parts, explore and evaluate them systematically. Able to identify causal relationships, and construct frameworks, for problem-solving and/or development.
- **Decision making** – Is ready and able to take the initiative, originate action and be responsible for the consequences of the decision made.
- **Planning and organisation** – Is able to think ahead in order to establish an efficient and appropriate course of action for self and others. Prioritises and plans activities considering all the relevant issues and factors such as deadlines, staffing and resources requirements.
- **Resilience** – Can maintain personal effectiveness by managing own emotions in the face of pressure, setbacks or when dealing with provocative situations. Can demonstrate an approach to work that is characterised by commitment, motivation, and energy.
- **Influencing and persuading** – Ability to present sound and well-reasoned arguments to convince others. Can draw from a range of strategies to persuade people in a way that results in agreement or behaviour change.
- **Communication** – The ability to get one's message understood clearly by adopting a range of styles, tools, and techniques appropriate to the audience and the nature of the information.
- **Managing relationships** – Able to build and maintain effective working relationships with a range of people.
- **Self-development** – Is able to identify and apply opportunities for learning and development.



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**APPLICATION SUBMISSION CRITERIA:**

To apply, please submit your **CV** of maximum 3 pages and a **cover letter** to email address [Recruitment@ss.bbcmediaaction.org](mailto:Recruitment@ss.bbcmediaaction.org).

The position should be clearly indicated in the subject line as **"Research and Learning Officer**. BBC MA/JBA/2023/17/NOV/10/RLO-LIL

**SAFEGUARDING**

The role involves working with groups of vulnerable children and adults. BBC Media Action is committed to providing a safe and trusted environment for every person connected to the work we do; and to preventing any type of unwanted behaviour including sexual harassment and exploitation, abuse, and financial misconduct (a zero-tolerance policy). Any candidate offered a job with BBC Media Action is expected to share and demonstrate our values and adhere to BBC Media Action' Safeguarding policy and sign BBC Media Action' Code of Conduct. A police or any previous work place background check may form part of the recruitment process.

**QUESTION:**

Do you have anything in your history, either professionally or personally, that conflicts with BBC Media Action [Code of Conduct](#)?

Yes  Please provide further comments in additional sheet of paper and attached with your application.

No

All declarations will be kept confidential. Please note, non-disclosure of something that could impact your role, may lead to termination of your contract, if successful recruited.

