1. Summary
The Development Impact Evaluation department (DIME) seeks to recruit 13 Research Assistants and 10 Field Coordinators to support our global portfolio of impact evaluations. The consultants will work with the DIME team and external researchers, on all phases of the impact evaluations, from study design to analysis. Applicants may also indicate interest in being considered for positions that will open in the future.

Both Research Assistants (RAs) and Field Coordinators (FCs) will be hired as Short Term Consultants (STCs). RAs are typically based in Washington, DC; Field Coordinators in the country where the study is taking place. The consultants will be involved with the projects during design, data collection, cleaning and analysis. Qualified candidates should apply in this website no later than February 15. Applications will be reviewed on a rolling basis.

2. Background and objectives
DIME generates high-quality and operationally relevant data and research to transform development policy, help reduce extreme poverty, and secure shared prosperity. It develops customized data and evidence ecosystems to produce actionable information and recommend specific policy pathways to maximize impact. Most DIME IEs are associated with a World Bank project. DIME works across the following World Bank sectors: Agriculture, Governance, Climate Change, Financial & Private Sector Development, Entertainment Education, Transport & Infrastructure, Social Protection & Jobs, and Fragility Conflict and Violence. DIME establishes a research team to work on each IE study through its completion.

Each research team includes a principal investigator and co-investigators, a field coordinator based in country to support the government team on all aspects of the IE, and one or more research assistants based in Washington, DC, to support data cleaning, processing and analysis.

3. Tasks and deliverables
The consultant will report to the project PIs and other members of the Impact Evaluation team.

Duties for RAs include, but are not limited to:
- Clean administrative and primary datasets and create all indicators required for analysis
- Write well-documented, reproducible code for data cleaning, descriptive statistics, regression analysis, data visualization, and any other analysis as per project needs; document all data work on the project’s GitHub repository
- Manage databases, integrating various data sources (for example, project monitoring data, administrative data from local government, and household survey data). This may require
programming matching algorithms, using spatial data to create linkages, performing manual matching, and linking up with field staff for additional information on specific tasks

• Support primary data collection: participate in questionnaire design; program electronic questionnaires, design and run high frequency quality checks on raw data; liaise with field staff to resolve data issues and required clarifications
• Conduct literature review and syntheses, contribute to impact evaluation reports and policy briefs, support the development of grant applications, and other writing and editing tasks
• Prepare push-button replication files academic papers and related outputs
• Deliver training courses on data processing and analysis for government counterparts
• Participate in regular code review sessions with DIME Analytics

Duties for FCs include, but are not limited to:

• Act as a liaison among members of the research team, government representatives, local stakeholders and other locally hired field staff to promote understanding of and support for the impact evaluation.
• Contribute to the development and implementation of field protocols and procedures and survey instruments, including: field protocol, data quality protocol, recruitment of field staff, field staff training, and survey pilots
• Conduct training sessions with stakeholders
• Coordinate acquisition of secondary data, such as administrative data.
• Supervise the implementation of primary data collection and data entry activities (including field monitoring, high frequency data checks, survey audits) and act as the primary point of contact with the research firm hired to conduct surveys.
• Ensure that impact evaluation interventions are carried out as planned, adhering to implementation protocols and timelines. This may include ensuring IT systems for inspections are installed, inspection forms and checklists are properly used, tablets are prepared and available, and other similar tasks. Closely monitor the implementation of the interventions to be evaluated to ensure that the identification strategy is not compromised.
• Send weekly progress reports on the implementation to the research team.
• Support data cleaning, processing, and analysis.
• Support in-country capacity building by helping train local hires and stakeholders in impact evaluation methodology, data collection, etc.
• Support the dissemination of impact evaluation methodology and results.
• Perform other related tasks, upon request.

4. Skills Required

• Academic specialization: A Master’s degree in economics, public policy, statistics, computer science or related field with strong quantitative research skills is essential
• Technical skills: Advanced skills using either Stata or R for data processing and analysis. Experience with survey programming in an ODK based platform. Experience with machine learning, natural language processing, Shiny dashboards, and geospatial analysis are desirable. Knowledge of python is an advantage (and required for certain positions).
• **Experience**: The candidate must have background in impact evaluation and econometric analysis, and experience working with raw household survey data. Field experience working on impact evaluations, and/or managing data collection, is preferred. Experience coding in a team environment and using GitHub is highly desirable. Knowledge about the relevant sectors is desirable. Experience working in developing countries preferred

• **Capacity Building Skills**: Demonstrated ability and experience in designing and delivering training and capacity building activities or other teaching experience is a plus

• **Language**: Superior written and oral communications skills in English is essential. Certain positions will require fluency in other languages (French, Portuguese, Arabic, Spanish).

• **Interpersonal skills**: Motivated self-starter, with demonstrated ability to work effectively and sensitively in teams, and excellent cross-cultural communication skills.

5. **Intellectual Property**
The World Bank shall, solely and exclusively, own all rights in and to any work created in connection with this agreement, including all data, documents, information, copyrights, patents, trademarks, trade secrets or other proprietary rights in and to the work. The consultant is not allowed to post or publish (electronically or in print) any project-related information without the explicit permission of the Impact Evaluation Team.

6. **Terms**
The Research Assistants and Field Coordinators will be hired as a short-term consultant and remunerated according to the World Bank scale. Contract duration will be discussed on a project by project basis.

7. **Selection Process**
Qualified candidates should apply in [this website](#) no later than February 15. Applications will be reviewed on a rolling basis. Applicants will be asked to add a link to a shared folder with their resume, a brief (100 words) statement of interest and an example code file prepared by them that best indicates the level of experience in their primary coding language (Stata, R or Python). Candidates may send additional code samples in other relevant languages/software. Short listed candidates will be invited to take a technical test on statistical software (Stata, R or Python) and participate in interviews. Only shortlisted candidates will be contacted.

The World Bank Group is committed to achieving diversity in terms of gender, nationality, culture and educational background. Individuals with disabilities are equally encouraged to apply. All applications will be treated in the strictest confidence.
Open Positions

Research Assistants (all positions located in Washington DC)

**Rwanda Roads**
DIME seeks an RA to work on a large-scale impact evaluation of a feeder road rehabilitation program in Rwanda. The study utilizes and improves existing administrative data combined with high frequency market price data in an event study impact evaluation (IE) design. The IE will rigorously measure the impact of feeder road improvements financed by four donor agencies in Rwanda. This IE presents a unique opportunity for research and policymaking, as the total number of kilometers of roads is far greater than has been afforded by previous, single-donor road improvement efforts in Africa. The RA will primarily work on a) integration of the various data sources, b) data cleaning and analysis of the primary micro data, c) analytical outputs under the direction of the research team.

**WFP Gender**
DIME seeks an RA to work on a partnership with the World Food Program to implement IEs on Cash-based Transfers and their potential contribution to women’s empowerment. WFP transferred billions of US dollars to households in 2018 to promote economic development. These magnitudes, complied with research in other contexts, suggest not only that WFP transfers are likely to have direct impacts on gender equality and women’s empowerment, but also that these programs can be adapted to magnify these positive impacts. The RA will primarily (a) work on supporting field-based data collection – running high frequency checks and communicating with the field team, (b) managing incoming data (c) work with PIs on individual IEs to analyze incoming data (d) contribute to baseline reports in each context; amongst others.

**WFP Sahel**
DIME seeks an RA to support the implementation of selected impact evaluations in Mali and Niger. These IEs, embedded in wider World Bank and World Food Program operations, aim at evaluating the effects and mechanisms behind various social protection interventions. Working in collaboration with various partners, the consultant’s work will primarily consist of research and technical input for the interventions in the multi-country study, supervision and management of the rollout of data collection activities, as well as data analysis and reporting. The selected candidate will preferably be fluent in French and have experience contributing to data tasks in humanitarian or fragile settings.

**Transport and energy portfolio**
DIME seeks an RA to assist the management of a portfolio of impact evaluations focused on the transport and energy sectors. DIME aims to strengthen the evidence base for transport and energy in the development community through rigorous impact evaluation and conducts impact evaluations using traditional survey-based data as well as emerging “big data” information sources.

**Pakistan**
Over the past decade, Punjab has come a long way in increasing enrollment rates in public schools. Learning outcomes, however, remain poor. This project is broadly aimed at exploring avenues of improving education outcomes in Punjab, and in doing so, bring to light lessons for improving public
sector service delivery in contexts of limited state capacity across the world. One of the key areas to be explored is the effectiveness of existing reporting routines in the Education Department and how it can be improved. We have already undertaken most of the data collection, and much of the work will be on analysis and data creation from secondary sources. The project is developing further components in the field and there may be opportunities to be involved in the second stage of work dependent on performance. This position additionally requires advanced proficiency in Python and experience with data scraping (ideally color scraping packages).

**Honduras**

In Honduras, DIME is implementing a randomized controlled trial of a skills training program for youth living in high-violence communities. In addition to classroom training in vocational and job-related soft skills, the program includes a temporary job and group-based cognitive behavioral therapy designed to address psycho-social challenges faced by youth in high-violence settings. We are seeking an experienced RA to support the first round of follow-up data collection and analysis. The survey instrument includes behavioral games, psychological measures, and a social networks module, in addition to more standard survey modules on, for example, income generating activities and attitudes and experience with violence and crime. Experience working with data in these areas is strongly preferred (especially, experience with the collection and processing of social networks data), as are Spanish language skills. In addition to the RA qualification criteria listed below, advanced Stata, R, and SurveyCTO skills are required. Previous data collection experience including supervision, quality checks, and work flow and data management are also essential.

**Transport projects in Ethiopia and Southern Africa**

DIME seeks an RA to support two research projects on trade and transport corridors in Ethiopia and Southern Africa and provide ad hoc support for limited tasks for similar projects. The consultant will support the geospatial and econometric analysis of road corridors and trade using satellite imagery, survey data and administrative data sources on firms and imports and exports. He/she will analyze the changes in access and economic outcomes caused by roads and borders investments – including local sectoral specialization, change in revenue collected. We seek candidates with expertise in survey data and/or customs data. Background in international trade, urban economics, and/or transportation is a plus. Knowledge of econometric analysis is necessary.

**Mozambique**

DIME seeks an RA to support a large number of impact evaluations in the rural development and agriculture sector of Mozambique, which recently added to the portfolio a major new research collaboration with the European Commission through its PROMOVE-Agribiz program. Under this partnership, DIME will implement a component to promote evidence-based policy-making in the rural development sector of Mozambique, which includes several impact evaluations as well as an extensive capacity building program for government and local researchers. The research agenda is organized around two central themes:

1. How to promote the sustained adoption of improved agricultural production practices among farmers?
2. How to improve the linkages between producers and commercial markets?
Other ongoing impact evaluations seek to generate evidence on irrigation infrastructure investment sustainability, rural feeder road impact, and models of emerging commercial farmer promotion. The consultant will join the extensive Mozambique team. Portuguese language skills preferred.

**De Jure Program (2 positions)**

Data and Evidence for Justice Reforms (DE JURE) is seeking to recruit two research assistants to support the development and launch of impact evaluations on justice reforms in different countries across the world, such as Chile, Peru, India, Croatia, and Kenya. The projects include the implementation of randomized controlled trials (RCTs) focused on developing and implementing technological innovations in courts, as well as the evaluation of behavioral biases in judges, gender and racial discrimination in courts, and the impact of justice on firms’ outcomes. The consultants’ main responsibilities will be to (1) contribute a series of analytical research products utilizing high-frequency administrative data; (2) assist in the design and coordination of field research projects and (3) support the development, coordination, and daily implementation of the DE JURE program, working closely with development partners and country governments. These tasks will require strong data analysis skills and the ability to work closely with project teams and client governments. Proficient knowledge of Spanish is highly recommended. Excellent writing skills and experience in grant-writing will also be valued.

**Iraq Transport**

DIME seeks an RA to support an ongoing impact evaluation of a transport project in Iraq. The impact evaluation uses a combination of administrative data and satellite imagery. Spatial data analysis skills required, as is experience coding in Python (or comparable language) and experience working with nighttime lights data. We are looking to fill this position as soon as possible.

**Nepal Transport**

DIME seeks an RA to support an impact evaluation of a transport project in Nepal. The project focuses on bridge construction. Spatial data analysis skills preferred, desired start date is March.

**ieConnect for Impact program**

DIME seeks an RA to support multiple impact evaluations in the ieConnect for Impact program, a joint initiative between DIME and the Transport GP, which focuses on impact evaluations to provide transformative evidence and analysis for the transport sector. One project the RA will support is an urban mobility project in Senegal, which includes: i) a modern bus transport system with high level of service (BRT) linking the city center to the north of the city and ii) the development of a railway express line (TER) linking the city center to the south of the city. DIME aims to create a data system that will allow a systematic analysis of the impact of large-scale transport infrastructure on urban mobility and commuting patterns; congestion and air quality; housing prices and gentrification; road safety and road traffic injuries. The RA will support the implementation of such a data system by ensuring the cleaning of administrative and primary datasets, creating all necessary indicators and performing analysis. The RA will also provide support to other ieConnect projects according to the team’s need.
**DIME Procurement**
DIME seeks an RA to support research projects on public procurement in Moldova and Croatia with particular focus on designing data analysis dashboards on Tableau or R and econometric analysis. The consultant should be well versed in data analysis with experience working on STATA, R and Tableau. The consultant will be expected to prepare, clean and analyze large procurement datasets from Moldova and Croatia. Familiarity with procurement related research is highly encouraged but not necessary.

**Field Coordinators (all positions field-based)**

**South Sudan**
DIME seeks a FC to work on an impact evaluation with the World Food Programme (WFP) in South Sudan. The IE aims to evaluate cash and food transfers, livelihood support programs, and programs and their potential contribution to gender and resilience outcomes. The objective of this IE is to examine what interventions, combinations and sequences, are most effective in building capacities related to resilience outcomes in communities supported by the WFP in South Sudan. The consultant will be based in Juba, with the possibility of field travel, subject to feasibility of safe and secure travel. He or she will be responsible for coordinating with WFP and UNICEF country staff in designing the impact evaluation and preparing for a baseline data collection.

**Democratic Republic of the Congo**
DIME seeks a FC to work on an impact evaluation with the World Food Programme (WFP) in the Democratic Republic of Congo (DRC). The IE aims to evaluate Food-for-Asset, nutrition and school-feeding programs and their potential contribution to resilience. The objective of this IE is to examine what interventions, combinations and sequences, are most effective in building capacities related to resilience outcomes in communities supported by the WFP in DRC. The consultant will be based in Goma, with regular field travels. He or she will be responsible for coordinating with WFP, UNICEF and FAO country staff in designing the impact evaluation and preparing for a baseline data collection. He or she will have excellent French communication skills.

**Mozambique – Rural Development**
DIME seeks a FC to support a large number of impact evaluations in the rural development and agriculture sector of Mozambique, which recently added to the portfolio a major new research collaboration with the European Commission through its PROMOVE-Agríbiz program. Under this partnership, DIME will implement a component to promote evidence-based policy-making in the rural development sector of Mozambique, which includes several impact evaluations as well as an extensive capacity building program for government and local researchers. The research agenda is organized around two central themes:

i. How to promote the sustained adoption of improved agricultural production practices among farmers?

ii. How to improve the linkages between producers and commercial markets?

Other ongoing impact evaluations seek to generate evidence on irrigation infrastructure investment sustainability, rural feeder road impact, and models of emerging commercial farmer promotion. The consultant will join the extensive Mozambique team. Fluency in Portuguese required.
**Slovakia Governance**
The Bureaucracy Lab is seeking to recruit a FC to support the development and launch of impact evaluations on public sector productivity in The Slovak Republic. The consultant will work on impact evaluations relating to knowledge sharing, technology adoption, training, and management practices. The consultant will help to liaise with all agencies on the ground, oversee all data collection, and compile relevant secondary data, among other tasks. Slovak language skills are necessary; experience and/or interest in public administration, governance, and/or human resources topics are preferred but not necessary.

**Tanzania Agricultural Value Chains**
The FC will support a new collaboration between DFID and DIME to understand how to improve agricultural value chains in Tanzania within the context of a new DFID-financed investment in the country. The consultant will be based in Dar es Salaam. In its first year the focus will be on collating primary and secondary data to better understand the relative constraints in the sector and work with DFID, the Government of Tanzania, World Bank and private sector partners to help build a research agenda. The diagnostic phase will identify entry points for rigorous experimentation of innovations aimed to address the some of the most critical constraints within the program and broader sector. A second year, contingent on performance, would focus on implementing the experiments to inform DFID on effective approaches for scale up.

**Guinea-Bissau Transport**
DIME seeks a FC to work on the impact evaluation of a rural road rehabilitation project in Guinea-Bissau. We are looking to fill this position as soon as possible. Preference for Guinea-Bissau nationals. Fluency in French and Portuguese Creole are required.

**Nepal Transport**
DIME seeks a FC to work on the impact evaluation of a bridge construction project in Nepal. Nepali nationals preferred.

**Iraq Transport**
DIME seeks a FC to work on an impact evaluation of a transport project in Iraq. Iraqi nationals preferred. Experience working in a fragile context required.

**Kenya smarTTrans**
The consultant will support the Smart and Safe Kenya Transport (SmarTTrans) project. The Kenyan government and the World Bank started the smarTTrans collaboration to develop data, analytics, and evidence to improve the country’s road safety and transport policy. We seek candidates with experience working on impact evaluation in the field, especially interacting closely with government officials, and prefer some experience working on projects related to transport or mobility. Experience in developing countries is preferred. This is a short-term consultancy (STC) contract for a total of 150 non-consecutive days starting in early 2020, and with potential to extend depending on the progress of the projects. This position will be based in Nairobi, Kenya.
**Bosnia**

DIME seeks a FC to support the design and implementation of an impact evaluation on productivity of civil service officials in Bosnia. The consultant will be responsible for coordinating and facilitating with field organizations and government agencies on the ground to collect secondary administrative data, oversee primary data collection, and manage the survey process. Experience in data analysis using statistical software like STATA, R or Python is preferred. Local language skills are necessary and prior experience in working with government agencies in Bosnia highly encouraged.