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| **TITLE:**   Junior Research Associate (Qualitative) Consultancy- Spanish speaker |
| **TEAM/PROGRAMME:**  CUBIC | **LOCATION: Remote (Home based)** |
| **GRADE**: NA | **CONTRACT LENGTH: 3 months** |
| **CHILD SAFEGUARDING:** Level 3: the post holder will have contact with children and/or young people either frequently (e.g. once a week or more) or intensively (e.g. four days in one month or more or overnight) because they work country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff. |
| **ROLE PURPOSE:** The objective of this consultancy, is to provide technical support to the Learn to Shine El Salvador project to produce a Behavioral Diagnosis, design behavioral solutions and produce a research protocol.The Learn to Shine (Save the Children) Project proposes a comprehensive drop-out prevention model designed by Save the Children with local partners. The Project leverages behavioral science, local systems-strengthening, and data-driven and adaptive management to increase school retention by supporting Positive Youth Development (PYD), improving foundational and social-emotional learning (SEL), enhancing social cohesion and school-belonging, and ensuring safety and protection for 150,000 students across 500 schools in El Salvador.Structural and systemic barriers, including limited economic opportunity, poor education quality, and violence, lead to high levels of school dropout–a challenge further compounded by the multiple psychological and behavioral biases underpinning education decision-making. Drivers of school dropout vary significantly across school and students and are influenced by a range of factors and identities (e.g., age, geography, school, individual and family circumstances, gender, LGBTQI+ status, and disability). As such, Save the Children will provide multi-level, differentiated, and targeted support to schools and students.Save the Children’s Center for Utilizing Behavioral Insights for Children (CUBIC) is supporting Save the Children El Salvador country office to design, implement and evaluate behavioral science interventions in El Salvador. For this, CUBIC will hire a qualitative analyst to support some of the deliverables. This role requires 30 days of work.**Reports to:**Beatriz Slooten, Senior Behavioral Scientist, CUBIC**Staff directly reporting to this post**: None**Staff indirectly reporting to this post**: None**Role Dimension**: CUBIC currently includes 14 team members based in North America, Europe, Africa, the Middle East and Asia, thus requiring strong remote communication and collaboration skills. The Junior Research Associate (Qualitative) consultant will develop strong working relationships with project leads in Save the Children El Salvador, and will need to be comfortable promoting CUBIC’s work to external stakeholders, including the communities we serve, governments and donors.  |
| **KEY AREAS OF ACCOUNTABILITY :** The Junior Research Associate (Qualitative) consultant will carry out tasks for supporting 1 project:

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| **Task** | **# days** | **Deadline** |
| Attend key meetings (virtually), both with the CUBIC team and El Salvador team | 2 | November 2024 to February 2025 |
| Contribute to qualitative research sections to produce a Behavioral Diagnosis (TEST 2 and TEST 3) | 15 | December 20, 2024 |
| Contribute to the design of solutions (TEST 2 and TEST 3) | 8 | January 31, 2025 |
| Contribute to qualitative research sections of the research protocol (TEST 1, TEST 2 and TEST 3) | 5 | February 14, 2025 |
| Total | 30 |  |

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| **BEHAVIOURS (Values in Practice**)**Accountability:**Holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved.**Ambition:*** Sets ambitious and challenging goals for themselves and their team, takes responsibility for their own personal development and encourages their team to do the same
* Future orientated, thinks strategically and on a global scale.

**Collaboration:*** Builds and maintains effective relationships, with their team, colleagues, Members and external partners and supporters
* Values diversity and gender, sees it as a source of competitive strength

**Creativity:*** Develops and encourages new and innovative solutions
* Willing to take disciplined risks.

**Integrity:*** Honest, encourages openness and transparency; demonstrates highest levels of integrity
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| **QUALIFICATIONS** * Bachelor’s degree in Economics, Math, Data Science, Behavioral Science, Public Policy, Neuroscience, or a related field.
* At least 1 year of previous research and work experience in a related field, with a preference for candidates with experience in developing contexts.
* Strong understanding of Behavioral Science concepts and methodologies.
* Demonstrated experience contributing to the designing, implementing, and analyzing randomized field experiments in developing countries.
* Strong qualitative or mixed methods skills for social research (experience working with data analysis software such as NVivo, ATLAS.ti or similar).
* Professional fluency in written and spoken English and Spanish is required

***Desirable:**** Master degree in a related field.
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| **EXPERIENCE AND SKILLS*** Flexible, self-motivated, able to manage multiple tasks, team members, and projects efficiently and a team player.
* Ability to succeed, detailed oriented, drive projects, and collaborate via a remote working structure.
* Excellent management, organizational, and interpersonal skills.
* Fluency and excellent communication and writing skills.
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| **Additional job responsibilities**The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience. |
| **Equal Opportunities** The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures. |
| **Child Safeguarding:**We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse. |
| **Health and Safety**The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures. |
| **JD written by: Jimena Llopis** | **Date: 11.7.2024** |
| **JD agreed by:**  | **Date:**  |
| **Updated By:**  | **Date:** |
| **Evaluated:** | **Date:** |