



Organization: Financial Sector Deepening (FSD), Tanzania

Job Title: Research Advisor

Areas of expertise: Research, Financial Inclusion

Location: Dar es Salaam, Tanzania

Duration: Two-year contract

Financial Sector Deepening Trust (FSD), Tanzania

Financial Sector Deepening, Tanzania, aims to further develop the country's financial system to provide greater access and usage to financial services to more Tanzanian men, women, and enterprises. Incorporated in July 2004, FSD Tanzania's mission is to generate sustainable improvements in the livelihoods of poor households through reduced vulnerability to shocks as well as increased incomes and employment. FSD Tanzania's vision is to achieve improved capacity and sustainability of the financial sector in Tanzania by meeting the needs of small-to-medium enterprises (SMEs) and individuals.

To achieve this aim, FSD Tanzania has four main strategic objectives:

1. Improved policies and legal/regulatory frameworks
2. Enhanced market infrastructure and support services for financial service providers
3. Improved financial services that meet the needs of urban and rural enterprises and individuals
4. Data gathering and dissemination for delivery of financial services

FSD Tanzania's website: <http://www.fsd.or.tz>

OUR RESEARCH VISION & MISSION

FSDT's overall research vision is to see a financial sector whose players use evidence when making decisions that results in solutions that meet the needs of market and contribute to economic growth.

FSDT's 2013 strategy identified the need for continuous supply and use of information on the financial sector as a macro constraint to financial inclusion. One of the main reasons cited by FSDT for the low level of financial inclusion in Tanzania is a low uptake and underutilization of insights. FSDT aims to facilitate the utilization of rigorous research findings and insights which will help the financial sector to better understand the market and inspire innovation.

Primary Responsibilities

The Research Advisor will work hand in hand with head of research in the generation of knowledge to support the development of inclusive financial markets in Tanzania. S/he will be responsible for the implementation of research related activities at FSDT. S/he support the Head of Research to identify and develop research projects and studies in partnership with the thematic teams. S/he is also responsible for ensuring, together with the Communication Advisor, that the research findings are communicated to the target audience.

S/he will supervise sub-contracted research agencies to ensure the quality of all research activities and associated deliverable deadlines and budgeting. S/he will also be responsible for the technical content and the presentation standards for all research work.

Core responsibilities of this role include:

- **Developing and managing FSD Tanzania's research projects.** The Research Advisor will directly manage FSDT's research projects. Depending on the nature of partnerships with others, in each case this will typically involve some or all of the following tasks:
 - Design and lead qualitative/quantitative research from inception to completion
 - Commission and supervise contracted research agencies, working to meet budget and deadline requirements
 - Collaborate with agencies to ensure data collection quality as well as timely delivery of research deliverables
 - Analyse and interpret quantitative and qualitative research for FSDT and its stakeholders on a regular basis
 - Present findings and recommendations from quantitative and qualitative research to FSDT and its stakeholders and work in an effective manner to integrate research into their thinking
 - Support the Head of Research to manage all research budgets in an efficient, transparent and cost-effective manner
- **Serving as a thought leader in new research frontiers** by bringing to FSD Tanzania the latest research methodologies and approaches. FSDT would like to elevate its work in action compelling studies as a result of that we would like the person to support our work in;
 - Randomized Control Trails
 - Lean methods for evaluation
 - Machine Learning
 - Phone Surveys
 - Behavioural Research
 - Aggregation of supply side data
- **Serving as a thought leader in financial inclusion research within Tanzania** by bringing information about innovations, best practice, and successes/failures from other markets to FSD Tanzania colleagues, regulators, and the broader market.
- **Providing support to FSDT's partners.** Supporting partners and specifically increasing capacity in Tanzania to undertake relevant research are important agendas for FSDT. The Research Advisor will work with the Head of Research in the following;
 - Engagement with various government ministries and agencies (notably the Bank of Tanzania and Ministry of Finance) to ensure that FSDT's research work supports their financial inclusion agenda.
 - Providing technical support and advice to FSDT's key research partners
 - Contributing to the building of the financial research community in Tanzania.
 - Advise consultants preparing reports for FSDT on the implementation of research elements.
 - Assess the research section of proposals submitted to FSDT.

- **Linking to wider research community.** The Research Advisor will work with the head of research in linking to the wider research world and will be specifically responsible for:
 - Participating in conferences, research colloquia and workshops (nationally and internationally), presenting FSDT's findings and seeking feedback from the wider research community.
 - Keeping abreast of relevant new research to FSDT through publications, websites and research events and highlighting these to relevant members of the FSDT team, FSDT's partners and wider stakeholder (through FSDT's various dissemination channels in collaboration with the Head of Communications)
 - Providing support to other researchers seeking to undertake work relevant to FSDT's goals. This will include helping access to appropriate materials, contacts and other resources.
 - Where appropriate organise research events to stimulate discussion and exchange of ideas on topics relevant to FSDT's objectives
- **Supporting the Head of Research in** developing and implementing FSD Tanzania's research strategies and business plans.

The Research Advisor will report to Head of Research. Travel within Tanzania and other Sub-Saharan African countries will be required. Travel outside of the continent will also be required, on occasion, to augment expertise on the state-of-the-art research methodologies and on financial inclusion.

This role will be a two year contract, subject to performance. The contract may be renewed by mutual agreement.

Knowledge, Experience, and Skills

The Research Advisor will have the following experience and attributes:

- Post-graduate or higher qualification in Management / Statistics / Economics / Social Sciences from a reputable institution.
- Strong experience with qualitative and quantitative research techniques and knowledge of their application for market development.
- Strong qualitative analytical skills.
- Good knowledge of econometric analysis packages e.g. STATA, SPSS.
- Ability to quickly analyse, interpret and synthesize an array of primary and secondary data to produce actionable recommendations.
- Previous experience managing fieldwork and adapting methods to challenging and constrained conditions.
- Direct experience managing a team, including line management, and training researchers.
- Direct experience in managing research budgets to the highest standard of financial integrity.
- Strong presentation skills and a track record of presentations to audiences, including executives or senior government officials.
- Excellent grasp of the use of social media for communication of data driven narratives.
- Demonstrable computer proficiency including web based applications.
- Ability to deliver on short notice where necessary and with minimum supervision.

The deadline for sending applications is 31st October 2016. Please send resumes and cover letters to:

Attn: Angela Rwegellera
HR Consultant
Deloitte Consulting Limited
Email: vacancy@fsdt.or.tz