



Position: Senior Research Fellow
(One position- based in Dhaka)
Grade: 4, Step: 1, Gross Monthly Salary: 163,224.00

Transparency International Bangladesh (TIB) is inviting applications from Bangladeshi nationals for the position of **Senior Research Fellow**, to be recruited for its project titled, *Participatory Action against Corruption: Towards Transparency and Accountability (PACTA)* (upto December 2026). Upon joining, the incumbent will be regarded as a member of the team for TIB's core project and will remain reportable to the Director (Research and Policy).

Job Description

- Lead the drafting of designing strategies and protocols and implementation for the Research and Policy (R&P) division;
- Lead the assessment and prioritisation of research needs and ensure implementation of response plan approved by Executive Management Team (EMT);
- Contribute to developing the Annual Operational Plan (AOP) of the R&P division and play a key role in its timely and efficient implementation;
- Play a key role in developing research concepts, methodologies, tools, techniques and processes of data collection for Divisional researches;
- Lead large scale quantitative surveys starting from the design stage to implementation (designing survey tools, planning field operations, training field surveyors/staff, supervising /coordinating data collection, analyzing data and report writing);
- Design qualitative studies for deeper analysis of corruption and mal-governance issues and for feeding into the large scale quantitative analysis extracted from community monitoring, official database of the government and different national and international research and development agencies;
- Play a key role in designing analysis plans for large scale quantitative data extracted from community monitoring, official database of the government and different national and international research and development agencies and various other sources;
- Contribute to quantitative studies with a view to ensuring inclusion of qualitative insights;
- Guide/supervise the Data Analysts/Research Associates in conducting analysis based on big data and to visualize corruption and mal-governance by using quantitative data visualization tools;
- Conduct research independently, produce research reports, make public presentations, and participate/represent the organisation in national and international policy dialogues, conferences and fora, as and when needed;

- Supervise and guide the work of researchers/research teams; Provide substantive and technical feedback in concrete terms on draft research reports prepared by researchers; provide guidance in preparing policy papers/briefs and designing policy advocacy strategies on the basis of research findings;
- Supervise and guide Interns and Volunteers in their transcriptions and analysis of interviews and focus group findings; guide and train them in the analysis of data for purposes of policy development and guide and in the development of policy briefs and recommendations;
- Contribute to various divisional activities like preparing reports (e.g. R&P part of donor reports, monitoring/MIS report, responses to government or other stakeholder reactions to organisational research, etc.) and actively participate in team sharing of research findings, in-house research presentations etc.;
- Report to and liaise with the Director, R&P in ensuring of the implementation of AOP/assignments of assigned teams;
- Mentor, counsel, and motivate full time and part time research personnel as and when needed;
- Although the position is Dhaka-based, the selected candidate must be prepared to undertake frequent research-related field visits as and when necessary;
- Perform any other relevant tasks as assigned by the organisation.

Educational qualifications, experience and other skills

- Masters with Honours at Bachelor's level preferably in a relevant subject (Social Science subjects like Economics, Sociology, Public Administration, International Relations, Development Studies etc., and Statistics). PhD degrees in relevant field will be an added advantage;
- Minimum of 10 (ten) years of relevant work experience, of which at least 7 (seven) years in a managerial/research fellow capacity;
- Candidates with a third division or a GPA below 2 in SSC/HSC or a CGPA below 2.5 as applicable need not apply;
- Competencies and skills required for conducting both quantitative and qualitative research;
- Proven record of accomplishment as a skilled researcher that includes experience of implementing and designing both large-scale quantitative surveys, analysing quantitative data, and report writing as well as undertaking in-depth qualitative studies is necessary;
- Good command on data management and data analysis by using computer software and programming language, especially Access, SPSS, STATA/R etc., are essential;
- Experience in large-scale survey based data collection using open source application /online data collection tools like KoBo toolbox, Google format etc., will be preferred;
- Proven record of accomplishment as a skilled researcher that includes designing and implementing qualitative research is the most essential prerequisite for this position;
- Knowledge/skills on qualitative tools and methods like case studies, participatory observation, FGD/GD/KI, etc. are required. Also, experience in qualitative data analysis by Atlas.ti, Nvivo etc., Geospatial data analysis by ArcGIS, data visualization software like Tableau etc., will be considered as added advantage;

- Experience of research on national integrity institutions (NIS), diagnostic studies, and household surveys would be an added advantage. Applicants should have a good understanding of governance, corruption and development related issues in Bangladesh;
- Integrity, team building and attaching high value to professionalism are some of the core attributes the candidate needs to possess;
- Excellent communication and interpersonal skills, in both Bangla and English and teamwork & leadership qualities;
- Sound computer skills for quantitative data processing and analysis as well as good word processing skills in both Bangla and English, good command on the use of MS Word, PowerPoint, etc.;
- Leadership, supervisory, multi-tasking, communication, staff management and problem solving skills and capacity;
- Experience in an anti-corruption organisation will be an added advantage.
