



Person Specification

This form lists the essential and desirable requirements needed to do the job.

Applicants will be shortlisted **solely** on the extent to which they meet these requirements.

Job title: Head of Zambia Evidence Lab

Department/Division: International Growth Centre **Accountable to:** Director of Impact and Programmes, with a dotted line for day to day supervision by the Country Manager Zambia

Criteria	Evidence	E/D
Knowledge and experience	Experience of working with senior decision-makers in finance ministries and/or economic ministries in a developing country context.	E
	Master's level degree qualification in economics or closely related with significant training in econometrics.	E
	Demonstrated proficiency in statistical analysis, econometrics modelling, and wider quantitative analytical methods, particularly those applicable to non-experimental observational data.	E
	Experience of working with large datasets, ideally public-sector administrative datasets.	E
	Ability to translate abstract policy needs into research questions.	E
	Experience with a statistical analysis package such as R or Stata.	E
	Experience of coordinating and disseminating the findings of research projects and supporting the associated policy dialogue by drafting notes, policy briefs and blogs.	E
	Experience of programme management and understanding of monitoring and evaluation methods and processes in the field of development economics or a related area.	E
Communication and relationship management	Demonstrated knowledge of the Zambia's context, demonstrating a deep understanding of the research and policy priorities in country.	D
	Evidence of excellent written and verbal communication skills, in particular evidence of explaining technical information to non-specialist audiences.	E
	Evidence of building and managing relationships with diverse stakeholders.	E



Teamwork and motivation	Demonstrated ability to lead and motivate a team.	E
	Ability to work under limited supervision and complex environments.	D
Planning and organisation	Demonstrated ability to work with others to organize events, such as policy conferences, stakeholder workshops and research/policy seminars.	D
	Experience and knowledge of project management including leading the development of project management processes.	E

E – Essential: requirements without which the job could not be done.

D – Desirable: requirements that would enable the candidate to perform the job well.