

Junior Researcher

Junior Researcher | Full-Time, Fixed term (1 year renewable based on performance)

Position	Junior Researcher (French/English)
Department	Research & Evaluation
Contract Type	Full-Time, Fixed term (1 year renewable based on performance)
Location	Remote (London, U.K / Nairobi, KE)
Travel	30% international fieldwork
Languages	English and second language preferred
Reports to	Reports to a Specialist, Senior Specialist, or Head of Team
Start Date	As soon as possible
Salary	£34,000 - £38,000 depending on experience

About Bodhi

Bodhi Global Analysis is a woman-led international development research consultancy established in London in 2017, with subsidiaries in Nairobi (2018), Singapore (2023), Dar es Salaam (2025) and The Hague (2026). We specialise in formative and evaluative research through participatory approaches, with expertise spanning conflict analyses, political economy assessments, gender and inclusion studies, context assessments, and monitoring and evaluation. Our clients include UN agencies, bilateral donors, INGOs, and foundations working across fragile and conflict-affected contexts in Africa, Asia, Latin America, and the Middle East. We deliver our work through a core team of international specialists and a wide network of national consultants in over a hundred countries.

About the Role

We are recruiting a Junior Researcher to join the Bodhi Global Analysis team. This is an entry-level research and evaluation position, primarily remote. You will contribute to and lead individual components of research and evaluation projects across the project cycle (from literature reviews and tool development through to data collection, analysis, and report writing) building your technical skills and thematic expertise under the guidance of senior team members.

Key Responsibilities

Research & Analysis

- Contribute to and lead individual research and evaluation components, including literature and desk-based reviews, tool development, data collection, analysis, and report writing.
- Conduct literature and desk reviews using high-quality secondary sources, adhering to Bodhi's guidelines and quality standards.

- Perform cleaning and coding of quantitative and qualitative data, interpreting findings in line with the relevant analytical framework.
- Support fieldwork planning, including scheduling KIIs and FGDs, and liaising with national consultants.
- Conduct remote and in-person data collection activities as appropriate, including training of enumerators, key informant interviews and focus group discussions.

Proposals & Dissemination

- Contribute to the identification of tenders and development of proposals by researching clients, existing programmes, and development topics.
- Communicate research findings through reports, articles, and data presentations, and identify opportunities for external dissemination (social media, webinars, conferences).

Learning & Professional Development

- Actively engage in learning opportunities to build skills in thematic areas and data analysis tools (LLMs, Python) and frameworks (PEA, GESI, Do No Harm, Theory of Change, participatory methods).
- Seek feedback and mentorship, and participate in training sessions and workshops.

Operations & Compliance

- Manage tasks efficiently to meet project deadlines; identify and mitigate risks related to research activities.
- Follow organisational protocols for data management, confidentiality, and ethical research practices.
- Collaborate with team members and foster a positive working environment through open communication.

Qualifications and Experience

Essential

- MA in a relevant field (Development Studies, International Relations, Peace and Conflict Studies, or related discipline).
- Thematic interest in one or more of Bodhi's core areas, including conflict and fragility, gender equality and social inclusion, peacebuilding, youth, or displacement.
- 2-3 years of relevant research experience.
- Fluency in English; additional languages an asset.
- Ability to work under pressure and meet tight deadlines.
- Willingness and enthusiasm for extended in-person fieldwork in challenging environments, with the ability to travel on short notice for deployments of 2-4 weeks

Core Competencies

- Strong analytical and report-writing skills, with the ability to communicate clearly to diverse audiences.

- Proficiency in, or genuine interest in developing, qualitative and quantitative research methods; training will be provided.
- Familiarity with KII/ FGD guide or survey tool development is an advantage.
- Proficient in Microsoft Office Suite; knowledge of NVivo (qualitative), Python (quantitative) or similar tools is an added advantage.

What We Offer

- A fixed-term contract (1 year, renewable based on performance) with a growing, mission-driven organisation
- Competitive gross monthly salary, commensurate with experience and qualifications
- Exposure to research and evaluation projects for UN agencies, bilateral donors, and leading INGOs across Sub-Saharan Africa, the Middle East and North Africa, and South East Asia
- Opportunities for international fieldwork across diverse contexts
- Structured professional development support, including access to Bodhi's internal training resources and mentorship from senior team members
- A collaborative working culture that values women's leadership, local expertise, and rigorous research standards
- A primarily remote working arrangement

How to Apply

To apply, please visit our careers page at bodhiglobalanalysis.com/jobs and follow the application instructions for this role. You will be invited to submit:

- A CV demonstrating relevant evaluation experience, technical skills, and language proficiency
- A cover letter addressing your evaluation experience in Francophone contexts, your approach to mixed-methods research, and your experience with fieldwork.

Applications will be reviewed on a rolling basis. Early application is encouraged, as we may close the vacancy before the deadline for exceptional candidates.

Our Commitment to Diversity and Inclusion

Bodhi is a women-owned enterprise committed to gender parity at all levels of the organisation. We recognise that diverse teams produce stronger research and more equitable outcomes. **We particularly welcome and encourage applications from women evaluation professionals and candidates from the Global South**, especially those who bring lived experience from the regions where we work. We are committed to supporting the next generation of research and evaluation professionals and to building an inclusive, representative team.

We do not discriminate on the basis of race, religious beliefs, national origin, gender identity, sexual orientation, age, marital status, socioeconomic background, or disability. Reasonable accommodations will be made for candidates with disabilities throughout the recruitment process.



For more information about our organisation and the work we do, please visit www.bodhiglobalanalysis.com.