



Position Name:
Research Specialist

Who we are:

MSA is a socially-driven global consulting firm. We provide innovative solutions for the private sector, government and civil society to improve, measure, and communicate the economic and social impacts of their investments. We believe market dynamics have a strong impact on how people live their lives. Our vision is to improve economic systems in order to reduce poverty. We recognize complexity and as such, use a systems approach to design solutions that work within dynamic environments.

We take a bespoke approach to every engagement, developing tailored and contextually rooted services for clients across our core service areas:

- RESEARCH – Market and Applied Research
- PERFORM – Strategic and Adaptive Management
- MEASURE – Results Measurement and Evaluation
- EMPOWER – Inclusive Business and Economic Empowerment.

Since 2009 we have worked with a wide variety of clients and partners in dozens of countries across six continents.

Our work:

At MSA, our staff work with development programs, social enterprises and impact investors to think more systemically about the problems they seek to address; build results measurement systems to monitor

MSA 's VALUES

EXCELLENCE

We believe in what we do – it's why we're here. Our work reflects our passion.

DISRUPTION

We're here to do development differently – more empowering, more systemic, with more proof.

HUMILITY

We see self-awareness as a prerequisite to learning.

HUSTLE

Good things don't come to those who wait. We drive networking and new business the same way we drive innovation – restlessly.

COLLABORATION

We're better together, drawing on each other's viewpoints and experiences to deliver for clients. Working in teams is core to our identity.

CELEBRATION

We work hard and life gets hectic – we take time to celebrate and enjoy it. Otherwise, what's the point?

their impact; research power dynamics and their influence on market behaviors; pitch MSA's services to new potential clients; write thought pieces; and brainstorm new approaches to old problems. Regardless of the task, our focus on disrupting the status quo demands critical engagement.

Who we want:

MSA seeks a driven professional to join the team in the position of Research Specialist in our Denver, Colorado or Washington DC office.

Supported directly by the Technical Lead, Inclusive Markets, the Specialist will play a key role in driving MSA's monitoring, evaluation and learning work within the MEL practice area. The successful applicant will spend the majority of his/her time working directly with clients, supporting the design and implementation of primary research, implementing monitoring tools and systems, and building the capacity of MSA's clients.

MSA is growing – this opportunity offers potential for the successful candidate to grow with us, assuming progressively greater responsibility with MSA.

We are looking for someone who finds fulfillment in:

- **Being a research nerd.** We want someone to join the team who loves qualitative research. This person loves designing good interview and focus group discussion guides, conducting fun interviews and focus group discussions in-country, and all of the deep analysis that follows. Knowing how to do all of this from a private sector perspective is key.
- **Understanding the perspective of the private sector.** Most of our work is in the space of market systems and private sector development, and the ideal candidate will be driven by supporting effective economic development programming.
- **Workshopping and co-creation.** We do not do research for research's sake. We like action research that leads to better decision-making, project performance and eventual social impacts. All MSA technical consultants enjoy working with our partners and clients to get better results. This means we need to be good listeners, get their buy-in and always think about how to engage with partners in a process of co-creation. This role will not be a good fit for someone with a particular agenda in gender that is inflexible to client and partner needs.
- **Learning.** We are a learning organization, continuously pushing the frontiers within our field together with our clients, while being strongly rooted in a community of practice, both locally and internationally. A curious person who is interested to learn and grow with the company will thrive here.
- **Managing relationships with key players in the gender and development space** – This person will enjoy managing partnerships with high-level clients and building lasting relationships.

- Helping team members to do their work better.** We have projects that are solely dedicated to gender and empowerment, but we also want to do a better job of integrating gender and empowerment across our portfolio. Someone who enjoys designing and communicating tools for our team to use, as well as supporting a variety of projects will enjoy this work.
- Completing high quality work.** We believe in what we do. Our work and productivity reflect our passion. We want another team member to believe the same!
- Working in an expanding company.** Our company is small, but we are growing. If you enjoy fast-paced working environments and strategizing how to take a company to the next level, we are a good fit. If you are looking for a place to work with the same daily checklist and regular work, this is not the position for you.

Requirements:

- Minimum of three years of relevant experience designing and conducting qualitative research
- Experience with monitoring, learning and/or evaluation at a project level
- A passion for learning and investigation
- A positive and collaborative attitude
- Strong desire to apply your work to private sector development, market systems facilitation and other economic development approaches (e.g., economic strengthening, inclusive business, value chain development, etc.)
- Excellent written and oral communication skills
- Strong interpersonal skills, including the ability to work and build relationships with staff and clients from diverse backgrounds
- Capacity to take initiative and be a self-starter
- Ability to prioritize, implement, and deliver high-quality work within tight timelines and with minimal supervision

Other desired characteristics:

- Proficiency in oral Portuguese strongly preferred
- Graduate degree in economics, social sciences or a related field
- Experience in inclusive business programming and/or market systems development
- Experience working and living in developing countries

Other Information:

This position is based in Denver, Colorado, or Washington DC. It will require approximately 25-35% travel. It is conditional on MSA receiving final approval for the role.

Application Details:

Applications will be considered on a rolling basis. To apply, please send your current CV to opportunities@marketshareassociates.com, indicating the position title "Research Specialist" in the subject line. Please also include a cover letter (maximum one page) answering the following questions:

- 1) How is this position a good fit for you?
- 2) List the five things, in order of impact, that you would bring to MarketShare Associates to take us to the next level in our work.
- 3) Which of our values most resonates with you, and why?
- 4) What are 4 words your friends would use to describe you?