

VACANCY ANNOUNCEMENT:

Co-Pillar Lead - MEAL

We are seeking an experienced and professional Co-Pillar Lead – MEAL Pillar to join its team for a full-time position. Samuel Hall's [MEAL](#) Pillar empowers civil society, inter-governmental organisations, governments, small businesses, and other stakeholders with rigorous research, insightful evaluations, and comprehensive solutions, driving positive change in contexts of migration and displacement, international development, and social equity.

The Co-Pillar Lead holds leadership responsibilities over the thematic research pillar and within Samuel Hall at large. This includes defining the strategic direction of the pillar with the Director of Programmes, leading personnel management, ensuring oversight and final approval on all projects under the pillar and contributing to business development and representation of Samuel Hall.

The Co-Pillar Lead is responsible for research projects from both management and content perspectives. He/she will oversee the Research Managers who are responsible for producing high-quality field research plans, methodologies and tools, as well as being able to draft, with minimal supervision, all required outputs for a given project. The Research Managers are also in charge of conducting post-project debriefs, lessons learned and evaluations, to ensure their institutional contribution. Their role is essential to maintaining Samuel Hall research standards - from conceptualisation to delivery - on key themes of priority for the organisation. The Co-Pillar Lead will lead projects as the Research Manager on a routine basis.

Who We Are

Our research connects the voices of communities to changemakers for more inclusive societies. Samuel Hall is a social enterprise that conducts research, evaluates programs, and designs policies in contexts of migration and displacement. Our approach is ethical, academically rigorous, and based on first-hand experience in complex and fragile settings. With offices in Afghanistan, Germany, Kenya, Tunisia, and the United Arab Emirates, we are based in the regions we study.

We have over ten years of experience in 70+ countries and have become a trusted partner and leading voice in the field of migration and displacement research, working with governments, donors, multilateral organisations, and NGOs, as well as public and private sector entities. It's an exciting time for Samuel Hall – we were recently selected by Stanford University as one of the Global South's high-potential, fast-growth social enterprises. For more information, please visit www.samuelhall.org.

WORK ENVIRONMENT: We work in a fast-paced, demanding, and challenging environment – you will be expected to grow with us and carve out your spot in the team. We look for proactive, creative individuals who find opportunities to make their mark and identify solutions to problems. We look for strong leaders and reliable team players who can add value from the very start, expand our knowledge, and help us maximise our social impact.

Tasks & Responsibilities

Objective 1 - Pillar Strategic Direction and Implementation

- Set research vision for the pillar and coordinate with broader research goals at Samuel Hall in collaboration with the Director of Programmes
- Participate in OKR process and any internal strategic discussions
- Update Strategic Workforce Plan (SWP) and any pillar strategy documents
- Hold regular coordination meetings with other pillar leads
- Lead on conceptual strengthening of and inputs on pillar projects
- Focus on specific thematic area of research and develop said in-house expertise
- Guide project teams to understand and implement the vision for the research

Objective 2 - Pillar Management and Coordination

- Manage and coach pillar and project team members
- Make recruitment decisions for each project - high level project staffing
- Hold coordination and staffing meetings with pillar staff and other RMs
- Liaise with Human Resources on contract discussions / recruitment, aligned with the pillar SWP or on project basis; flag any team or HR concerns in real time.
- Monitor the implementation of the project A to Z cycle for pillar projects.
- Review Research Planning Team (RPT) content ahead of time and participation in RPT meetings
- Review and approve project budgets and all deliverables to be submitted to the client.

Objective 3 - Business Development, Representation, and Communications

- Represent Samuel Hall at meetings, presentations, conferences and workshops on the key pillar themes.
- Lead business development for the pillar including proposal development and guidance.
- Contribute to dissemination strategies and activities as agreed with the Director of Programmes / Partnerships Unit

Opportunities for Growth

Working at Samuel Hall means contributing to ground-breaking, innovative, and rigorous work that bridges research, implementation, and policy. Most of our training happens on the job, but as part of our investment in learning and development, everyone is encouraged to apply for up to five days of paid professional development leave and financial resources to enable them to acquire new skills and knowledge.

Vacancy Requirements

Required

- A Masters degree in International Relations, International Development, Political Science, or a related field
- A minimum of 8 years of relevant experience in research
- Proven experience in project management, monitoring and evaluation and leading teams.
- Proven experience in writing research papers, consultancy reports, evaluation assignments, and policy briefs
- Proven expertise in quantitative and qualitative data analysis and tools (for example, R, SPSS, NVIVO)
- Knowledge of key institutional frameworks and stakeholders
- Strong presentation skills and ability to build professional relationships.
- Excellent verbal and written skills in English
- Keen attention to detail
- Ability to be patient and to work well within a global team.
- Ability to cope well under pressure, occasionally work irregular hours and meet tight deadlines.

Desirable

- A PhD degree in a relevant field
- Published articles/ papers (peer-reviewed)
- French, Arabic, Dari, Pashto and additional languages
- Past experience specific to the East and Horn of Africa, Central/South Asia, and the Middle East and North Africa

Location	Nairobi or Remote
Position	Co - Pillar Lead - MEAL
Contract duration	24 months, renewable with a trial period
Vacancy closure	Open until filled
Email for submission	careers@samuelhall.org
How to apply	All applicants should follow this link to apply: https://assessment.testgorilla.com/testtaker/publicinvitation/cdbccbcc-57f4-47f3-bbbc-fa8ee2cdd0f9

Samuel Hall is an equal opportunities employer. Applicants who do not follow the required format will not be considered. Only selected applicants will be notified, and interviews will be conducted on a rolling basis.