



RESEARCHER ANALYST FRONTIER MARKETS IN AFRICA AND GLOBAL RESEARCH

Closing date: 15 December 2017

ABOUT EQUILEAP

Equileap is a non-for-profit organization dedicated to accelerating gender equality in the workplace, improve the position of women and contribute towards a more equitable world for all.

We have offices in London and Amsterdam. Equileap researches publicly listed companies and evaluates their performance based on gender equality criteria.

We research around 3000 companies from the 23 developed economies and evaluate them based on a number of gender equality criteria, which are part of the Environmental, Social and Governance (ESG) criteria. The gender equality criteria we use (Equileap Scorecard), include as gender balance in company boards and senior management, fair and equal remuneration policies, provision of maternity and paternity leave, skills development programmes and safety in the workplace.

We use this research to provide individual [Gender Equality Company Reports](#), the Equileap Gender Equality Global Report and Ranking ([View the 2017 Edition](#)) and the [Equileap Gender Equality Indices](#), which can be licensed for the purpose of investing in companies and portfolios that promote gender equality in the workplace.

ABOUT THE WORK

We are very excited to be able to extend our current research to new countries and markets. Equileap will be undertaking a project to research gender equality in Frontier Market in Africa. The project will run from 1 January 2018 – 1 January 2019.

As part of the project, Equileap will be researching African companies based on the Equileap Scorecard, while assessing and tailoring our criteria to the continent's circumstances.

At the same time, Equileap will continue its regular work, researching companies globally and evaluating them based on the Equileap Scorecard.

ABOUT THE POSITION

We are seeking a motivated graduate / junior researcher to support this project and our research in general, and contribute to making the workplace a more equitable place for women.

This is a position for someone with a strong interest in gender equality, Africa and developing economies and ethical/impact investing.

The Researcher will be splitting his/ her time between working for the project "Gender Equality in Frontier Markets in Africa", and undertaking research for companies from other continents/ markets, supporting other projects and the research Equileap undertakes.

The Researcher can choose to work at our offices in Amsterdam or can work from his/her office or home and can have flexible working hours. This will be a one-year full-time position and the researcher will be delivering specific research every week/month (36 hour-week).

The research position requires good research skills, creative and critical thinking skills, as well as flexibility and adaptability as research goals are tailored to meet the needs of the project.

It is essential to have a good understanding of the African history and economic developments, as well as speaking the two international languages of the area (French and English). Any other local language (e.g. Swahili) will be considered an advantage.

Familiarity with online research, company reporting, finance and large datasets are desired, and knowledge of Excel is essential.

RESPONSIBILITIES AND TASKS

As part of your research, you will utilize open-source research methods to locate data in citations, literature and publications and transfer the data into Excel. This will include reading annual reports, corporate social responsibility (CSR) reports, company websites and other online publications in search of data, as well as potentially contacting companies (through email and telephone) to ask and record data not easily searchable online. You will meticulously keep track of the data collected and the sources of where you collect the data.

EXPERIENCE AND SKILLS

- Having completed a Bachelor in the Statistics, Finance, Sustainable Finance, Economics and Women's/Gender Studies, Sociology. A Master's will be considered an advantage, but it's not a prerequisite.
- Knowledge of Excel
- Good research skills
- Comfort with data mining – includes experience accessing online and offline information resources, comfort synthesizing large amounts of information and a passion for a more just and equal world.
- Track record in academic excellence
- Ability to work independently, deliver to deadlines, and report back on a regular basis
- Accuracy and thoroughness
- Ability to prioritize, plan work activities and use time efficiently
- Excellent written skills in English and French, ability to speak other African languages always a plus

HOW TO APPLY

Interested candidates please send (1) a 1-page cover letter expressing your interest and (2) a max 2-page CV by e-mail to Dr. Elli Siapkidou at elli.siapkidou@equileap.org

We promote flexible work arrangements and welcome applications from applicants, regardless of their age, sex, ethnicity, disability, or sexual orientation.

Job title: Research Analyst

Hours: flexible, expected 36-hours a week

Contract: 1 year

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