

RESEARCH AND POLICY ANALYST-GOVERNANCE AND ACCOUNTABILITY (FRANCOPHONE AFRICA)

The African Institute for Development Policy (AFIDEP) is a regional non-profit research and policy Institute established in 2010 to help bridge the gaps between research, policy and practice in development efforts in Africa. Our primary purpose is to contribute to sustainable development through the use of evidence and advocacy to strengthen political commitment and resource allocation for development issues; informing the design and implementation of effective interventions; and strengthening governance and accountability structures for tracking development challenges in Africa. AFIDEP is registered as a Non-Governmental Organisation in both Kenya and Malawi (where it has offices) and as a non-profit institution in the USA with 501(c)3 status. For further details about AFIDEP and its work refer to www.afidep.org.

AFIDEP is seeking to recruit a Research and Policy Analyst – Governance and Accountability (Francophone Africa) for the [Africa Integrity Indicators](#) project. The project produces, analyzes, and disseminate high quality research on transparency, accountability, governance and social development issues in Africa. The Research and Policy Analyst will mainly play a key role in managing and improving the project's research, quality control, and dissemination process in Francophone Africa. At the institutional level, the Research and Policy Analyst will provide strategic leadership in generating, translating and applying evidence to strengthen governance, accountability, transparency and effective decision-making in Africa's development processes. The successful candidate will lead policy-relevant research, support evidence-informed advocacy, engage senior policymakers and partners, and contribute to building strong accountability systems for tracking development commitments and results in Africa.

KEY RESPONSIBILITIES

The Research and Policy Analyst, based in Lilongwe-Malawi, will lead the design and implementation of the research project that collects and disseminates evidence on key governance and accountability indicators in African countries. The Analyst will be responsible for the following:

- Recruit and virtually manage teams of in-country contributors and respondents mainly from Francophone Africa
 - Perform detailed, high-intensity quality control over the resultant data points (in the thousands), including fact checking and editing
 - Provide capacity building, training, and detailed feedback and guidance to researchers and contributors
 - Lead the compilation and analysis of multiple country data, and provide final country scorecards for publishing and dissemination
 - Oversee the research dissemination and engagement with key stakeholders to promote the use of the research in improving governance and accountability in Africa countries
 - Coordinate all logistical tasks associated with the research project (including contracts management, payments management, and deadline management)
- Manage relationships with project contacts and partners
- Generate and synthesize evidence on governance, accountability, institutional effectiveness, public sector performance and development financing.
 - Translate research findings into policy briefs, advocacy products, accountability tools and other knowledge products for decision-makers and development partners.

- Produce high-quality scientific and policy-oriented publications, including peer-reviewed articles, reports, policy briefs, opinion pieces and thought leadership products.
- Engage policymakers, civil society, regional bodies, development partners and other stakeholders to advance evidence-informed governance and accountability reforms.
- Lead proposal development, fundraising, partnership building and mentorship of junior researchers and policy analysts.

REQUIREMENTS

- PhD in Political Science, Public Policy, Governance, Development Studies, Economics, Sociology, Public Administration, Law, or a related social science discipline.
- At least five (5) years' post-doctoral experience in policy research, governance, accountability, public sector reform, advocacy or a related development field, including at least three (3) years in a senior technical or management role.
- Demonstrated command of transparency, accountability, governance and development issues in Africa at the regional, national, sub-national, and/or sector levels is required
- Excellent written and spoken French is required with working knowledge of English.
- Resourcefulness performing online research and disposition to provide guidance to others
- Experience in project management, including tracking contracts, payments, deadlines, workflow design, and virtual management of large teams of researchers/consultants
- Excellent writing and editing skills, preferably with experience in both short and long form (from blog posts to position papers)
- Exceptional attention to detail, ability to perform on tight deadlines, and proven ability to communicate clear and concise instructions
- Proven ability to set priorities, manage time effectively, handle multiple on-going tasks
- An ardent planner, with a strong sense of urgency and commitment to quality and timelines
- Hands-on data management and analysis skills using Excel and other digital tools, and will also have a wealth of experience in project management, including managing large multi-country projects
- Strong qualitative and quantitative research, policy analysis and analytical skills;
- Strong interpersonal skills with effective team management skills;
- Grants proposal writing, fundraising and donor engagement skills;
- Demonstrable mentorship abilities;
- Strong adaptability skills to changing research evidence environment;
- Candidates with data analytics skills will have an added advantage

To apply: Please send a motivation letter indicating your suitability for the position, clearly stating the position title **“Research and Policy Analyst – Governance and Accountability (Francophone Africa)”** in the subject line of the email, together with a detailed CV that includes three relevant referees, to recruitment@afidep.org no later than **9th July 2026**. Only shortlisted applicants will be contacted.

AFIDEP is an Equal Opportunity Employer, and qualified women are strongly encouraged to apply. AFIDEP does not charge a fee at any stage of the recruitment process.