SENIOR QUALITATIVE RESEARCH MANAGER (SQRM)

ORGANIZATION OVERVIEW

Possible is a collaboration that develops and tests innovations to improve health in Nepal. Our partnership is between an independent Nepal-based non-governmental organization and a US-based non-profit. Possible envisions a world where everyone, everywhere has access to high-quality healthcare rooted in evidence, inclusion, and equity. As such, we engage in rigorous and collaborative research and innovation to address evidence, implementation, and policy gaps in the equity, quality, and accessibility of healthcare. Our research endeavors and partnerships aim to address challenges in context and from stated or established needs rather than for the novelty of research. We partner with community-based organizations, public and private sector academic institutions, and research organizations to leverage research and evidence to inform and implement innovative solutions to healthcare challenges in Nepal. For the last 15 years, we have been a leader in healthcare innovation in Nepal, with partnerships spanning several national and international institutions such as Kathmandu University, Harvard Medical School, University of California San Francisco, Mt. Sinai School of Medicine, and the University of Washington.

POSITION DESCRIPTION

Possible, a non-governmental organization registered in Nepal, is seeking an experienced and result-driven Senior Qualitative Research Manager (SQRM) to lead the design, implementation, and write-up of qualitative methods and our intervention and implementation research that focus on neglected groups and conditions. The SQRM will lead in building the team’s capacity to further Possible’s approach to research, social justice, and policy advocacy. She/he/they should view qualitative methods as central to evaluation, quality improvement, and intervention research, and strive to effectively integrate these methods with quantitative data. In addition, the SQRM should see the application of qualitative methods such as ethnography as central to identifying the healthcare needs of vulnerable groups, improving health and livelihood, and intervention/implementation research as addressing issues of social inclusion and gender equity and shaping local, national, and global policy. The SQRM will help build the vision, strategic direction, and partnership for intervention research through evidence-based practices.

Reports to: Executive Director
Direct Reports: Qualitative Research Officer
Works closely with: Possible teams, advisors, and partners
Location: Kathmandu with 30-50% travel to research and partner sites
AREAS OF RESPONSIBILITY
The Senior Qualitative Research Manager will work closely with the research team, advisors, partners, and relevant stakeholders to be chiefly responsible for the following areas of work:

1. **Lead the design, implementation, and write-up of qualitative methods including building the team’s capacity to further Possible’s approach to research, social justice and policy advocacy.**
   a. Lead the design, implementation, and evaluation of qualitative methods (sometimes as mixed-method design) including the development of instruments, pretesting, and adaptation;
   b. Lead the collection of all qualitative data, and ensure the integrity of data collected, including appropriate storage and data management protocols;
   c. Support in the translation of tools and instruments for quality improvement and research from Nepali to English and English to Nepali (e.g., surveys, questionnaires, consent forms, etc.);
   d. Conduct qualitative data analysis; contribute to the triangulation of findings with quantitative analysis; write up findings and results from dissemination to different teams, government partners, and other relevant stakeholders;
   e. Assist in providing technical support to partners as relevant in gathering data to help measure and improve the beneficiary’s experience in seeking and receiving care;
   f. Serve as the primary contact person for all qualitative methods-related work at Possible;
   g. Work collaboratively with other research managers and advisors to design and conduct rigorous mixed-methods research;
   h. Prepare and ensure submission of IRB applications and other materials to support qualitative research conducted by Possible in collaboration with its partners, as needed;
   i. Provide regular and re-fresher qualitative methods training and workshops to team members involved in qualitative data collection for quality improvement and research at Possible and partners sites;
   j. Co-lead and support manuscript drafting, finalization, and re/submission process to academic journals;
   k. Lead content creation and dissemination of our impact in lay media, blogs, conferences, and other presentations;
2. Co/lead the design, development, and roll-out of intervention and implementation research to improve health of vulnerable groups, and disseminate our impact

   a. Work closely with the national, provincial, and local stakeholders as relevant in identifying/mapping the health care gaps of vulnerable groups, for example, people living with disability, survivors of domestic violence, and young people living with HIV;
   b. Identify key partners and lead formative research as required to inform the design of intervention focusing on vulnerable groups, for example, women living with disability;
   c. Support in rolling out implementation strategies and evidence-based interventions built in our implementation research, for example, multi-component family intervention; behavioral community-based combined intervention for mental health and non-communicable diseases;
   d. Support in forming and engaging with community advisory boards, implementation research committees, steering, and advisory boards throughout the research process;
   e. Oversee the translation and adaptation of data collection tools and training materials for implementation in Nepal;
   f. Lead IRB applications and amendment submissions, and ensure ethical conduct of research studies throughout the research process;
   g. Plan, coordinate, and lead partners’ and stakeholders’ meetings and consultations to inform the design and implementation of the intervention;
   h. Provide training to the team members at Possible and partners sites on conducting research among the vulnerable population to ensure the safety and protection of the research participants;
   i. Guide the team to ensure ethical conduct of research by helping them to think through the measures to protect vulnerable participants in all of our research;
   j. Stay up to date on innovative qualitative methods, approaches, and theories applicable to research among vulnerable groups;
   k. Lead reporting, and fulfilling other funding/partnership requirements;
   l. Lead meetings with the Possible team, partner sites and program advisors, and other relevant stakeholders to facilitate cross-disciplinary learning;
   m. Collaborate with an external facing team to advocate for evidence to practices.
   n. Strengthen new and existing national & global partnerships to advance intervention and implementation research at Possible.
3. **Contribute to building Possible’s workplace culture and strategic direction and partnership and generate additional resources and revenue to advance research and innovation.**

   a. Support Possible’s Executive Director and team to create the strategic vision, direction, and financial sustainability for intervention research and innovations;
   b. Take a proactive role to support the operationalization of a 5-year organizational strategy, including strategic policies by serving key internal committees;
   c. Contribute to mapping implementing partners for strategic engagement, implementation, and scale-up of our innovations;
   d. Contribute to writing research and non-research grants to strengthen our research in support of equitable health access for vulnerable groups;
   e. Support Possible team and advisors to plan and further research on health access, quality, and equity for vulnerable groups;
   f. Contribute to research efforts that advance social justice in Nepal, and globally;
   g. Support in building organization systems, accountability structures, workplace practice, and culture rooted in equity, justice, and diversity;
   h. Participate in internal and external working groups and ad-hoc team meetings to address urgent and emerging needs for organizational growth;
   i. Contribute to improving our research model, partnership, and organization systems;
   j. Guide the team to think critically about putting people at the center of our work and research;
   k. Support the Executive Director and the team to maintain legal, regulatory, and governance compliance as required;
   l. Collaborate with other organizations in Nepal and abroad to jointly access additional resources to innovate around qualitative methods for healthcare, quality improvement, and research;
   m. Supervise the direct report/s and support in his/her/their personal and professional growth.

The above list of responsibilities is not comprehensive, and the Senior Qualitative Research Manager may be required to take on additional responsibilities, as determined in discussion with the Executive Director, and advisors.

**Must Haves:**

1. Commitment to Possible’s Values, Mission & Vision
2. Demonstrated experience in conducting qualitative research among vulnerable populations.
3. An exposure to implementation science; a strong background in qualitative research and high-level qualitative data analysis skills with or without computer
software packages, e.g. coding in NVivo, Atlas.ti, Dedoose. Preference will be given to candidates with a track record of publications, as a first author, that focus on qualitative methods.

4. A strong motivation and flexibility to travel to urban, semi-urban, and remote areas in Nepal.

5. **Qualifications:** A Master's degree in social science, public health, or related field; at least five years of relevant research experience, or a PhD with 2 years of relevant experience; excellent command of written and spoken Nepali and English; Nepali Citizen based in Nepal.

**APPLICATION PROCESS**

Email your CV and cover letter to recruitment@possiblehealth.org. When applying please include name and position in the subject line. Applications will be accepted on a rolling basis until filled. **Applications will be accepted until the 19th of August 2023.** If we believe that you and Possible are a good potential fit, we will contact you to advance the application process. Please note that due to a large volume of applications, we may not individually respond to your application.