

RESEARCH ASSISTANTS' VACANCIES

Women's Economic Empowerment and Resilience in Pastoral Communities (WEE-RESP+)

Duty Stations: Samburu, Marsabit, Laikipia and Isiolo Counties, Kenya

Engagement: Short-term/Field-based, approximately one month or less.

About IMPACT Kenya

IMPACT Kenya forges powerful alliances to advance Indigenous rights, strengthen the security of ancestral lands, and build resilient futures. Through community-led approaches, IMPACT Kenya supports sustainable and diversified livelihoods that strengthen economic resilience and create opportunities for women and communities. As part of this work, IMPACT Kenya is implementing the Women's Economic Empowerment and Resilience in Pastoral Communities (WEE-RESP+) project, which seeks to strengthen the economic resilience and empowerment of pastoralist women through sustainable and market-oriented livelihood interventions, including the development of the goat milk value chain. WEE-RESP+ comprises one year of research and three years of implementation, with research and learning informing the design and delivery of contextually appropriate interventions.

About the Role

IMPACT Kenya is seeking qualified, motivated and community-oriented individuals to serve as Research Assistants/ for feasibility studies and related research activities under the WEE-RESP+ project. The successful candidates will support the research team and consultants in conducting quantitative and qualitative data collection, data entry, and other field research activities. The role will involve working closely with communities, research teams, consultants, local partners and IMPACT Kenya staff across the project counties.

The feasibility study will support a critical decision-making phase for the WEE-RESP+ project by assessing whether the proposed goat milk value chain intervention is viable, sustainable and appropriate for the target pastoralist communities. Importantly, the feasibility study will go beyond technical and economic assessments to capture the lived realities, priorities, aspirations and experiences of pastoralist women. The research will use participatory and culturally grounded approaches that recognise and integrate Indigenous and traditional knowledge systems into data collection, analysis and interpretation. The findings will provide evidence-based recommendations on whether the initiative should proceed, be adapted, or be discontinued. Where viability is confirmed, the study will inform the development of a grounded implementation framework that identifies practical approaches, strategic entry points, implementation pathways and partnerships required to establish an effective and sustainable goat milk value chain.

Key Responsibilities

The research assistant/data enumerator will:

- Attend and successfully complete training on research protocols, data collection tools, ethical requirements and field procedures.
- Support the mobilization of study participants in collaboration with community structures and local stakeholders, using appropriate and culturally sensitive approaches.
- Conduct high-quality quantitative and qualitative data collection, including: Household assessments and surveys; Focus Group Discussions (FGDs); Key Informant Interviews (KIIs); In-depth interviews (IDIs); Observations, Collection of milk and water samples, where required; and other research and assessment activities as assigned.
- Accurately record, enter and submit collected data using approved digital platforms, including KoboToolbox, and other electronic data collection systems.
- Ensure completeness, accuracy and consistency of collected data and work closely with supervisors to address data quality issues.
- Support data cleaning and verification as guided by the research team.
- Work closely with consultant and IMPACT Kenya staff to identify and troubleshoot challenges with data collection tools and field processes.
- Maintain accurate field notes and documentation, particularly during qualitative research activities.
- Participate in daily field debriefs and submit timely progress reports to the assigned supervisor.
- Immediately report any safeguarding, child protection or other protection concerns encountered during fieldwork through the appropriate reporting channels.
- Uphold research ethics, confidentiality, informed consent and responsible handling of participant information at all times.
- Perform any other research-related duties assigned by the lead consultant or the assigned supervisor.

Qualifications and Experience

Applicants should meet the following requirements:

- **Must** have a certificate, diploma or bachelor's degree in Agriculture economics, Animal Science, Veterinary medicine, Dairy Science, Food, Nutrition and Dietetics, Agribusiness Development, Community Development, Sociology, Gender and Development Studies or any other related field.
- Must be fluent in English and Kiswahili, both written and spoken.
- Must be fluent in local languages in the target area(s).
- Experience conducting both quantitative and qualitative research, including FGDs, KIIs and IDIs, will be an added advantage.
- Demonstrated ability to take accurate notes and support or facilitate qualitative research activities.
- Proficiency in basic computer applications, particularly Microsoft Word, Excel and PowerPoint.
- Familiarity with electronic data collection platforms such as KoboToolbox, ODK, ONA, SurveyCTO or CommCare is an added advantage.
- Strong communication, interpersonal and reporting skills

- Ability to learn quickly, follow research protocols and communicate field issues clearly and concisely.
- Ability to work effectively as part of a multidisciplinary team while also demonstrating initiative and working with minimal supervision.
- Willingness and ability to work in remote and pastoralist settings and engage respectfully with communities.
- Demonstrated sensitivity to and respect for local cultures, community values, beliefs, practices and traditional knowledge.
- Availability to work full-time during the data collection period and undertake additional assignments on a need basis.
- Commitment to IMPACT Kenya vision, values, safeguarding standards and organisational policies.

Target Locations

Preference will be given to qualified candidates who are residents of or have strong knowledge and experience working in the target counties and wards, including:

County	Targeted Ward
Samburu	Suguta Marmar, Loodokejek, Wamba West and Waso
Marsabit	Loglogo and Laisamis
Laikipia	Segera, Mukogodo East, and Mukogodo West
Isiolo	Burat, Ng'are Mara and Oldonyiro

Note: Local knowledge and familiarity with the pastoral context, community structures and languages of the target areas will be considered an important advantage.

Values and Behaviours to uphold

Successful candidates will be expected to demonstrate and uphold IMPACT Kenya's and Kerada's core values:

Accountability

We take responsibility for our actions, statements, and results within our areas of expertise. We welcome constructive criticism and meaningful consultations to achieve our objectives.

Diversity

We value diversity as it enriches our perspectives, fosters innovation, and strengthens our ability to accomplish our mission. We strive to recruit a diverse group of individuals, regardless of their race, gender, ethnicity, or sociocultural background, to ensure everyone feels included and appreciated in our collective efforts.

Integrity

We operate with honesty, transparency, and high moral standards based on community values.

Respect

We recognize and value the dignity and worth of all individuals involved in our endeavors. Therefore, we treat them with respect and courtesy to achieve our goals.

Collaboration

We unite our diverse experiences and expertise, leveraging collective action to advance our mission

What we are looking for

We are particularly interested in individuals who are:

- Community-oriented and respectful in their engagement with pastoralist communities.
- Reliable and accountable, with strong attention to detail.
- Ethical and trustworthy, particularly when handling sensitive information.
- Adaptable and resilient, with the ability to work in remote and challenging field environments.
- Strong communicators and team players.
- Committed to high-quality research and evidence generation that contributes to improved livelihoods and women's economic empowerment.

How to Apply

Interested candidates are invited to submit their applications by October 13th, 2026 through this link: [Research Assistants Application Form – Fill out form](#). Please name your application documents using your full name, the county and ward you are applying from e.g. *Abraham Ali Isiolo Burat*. Only shortlisted candidates will be contacted.

For any support or assistance needed please reach out to: llesuuda@impactkenya.org and nlesoloyia@impactkenya.org with recruitment@impactkenya.org in copy.

Application documents should include:

1. Cover letter
2. CV with contact details of two referees
3. Copy of National ID and
4. Copies of your academic certificates and relevant testimonials (uploaded as one document).

IMPACT Kenya is committed to equal opportunity, safeguarding, inclusion and respectful engagement with all communities and stakeholders.