



THE EQUALITY
INSTITUTE

TERMS OF REFERENCE

Position Title	Statistician-Independent Consultant
Location	Remote Working
Reports to	Research and Partnerships Manager (based in Dili, Timor-Leste)
Start Date	October 2021
Duration	40 days of work until 31 October 2022 <i>Ideally, the chosen candidate will be available for approximately 80 days of work over the duration of the whole project, continuing until December 2023.</i>
Salary	AUD 800 per day

The Equality Institute

The Equality Institute (EQI) is a global feminist agency working to advance gender equality and end violence against women and girls (VAWG). We are values-driven and underpinned by feminist principles in the ways we work and how we conduct ourselves. We actively apply an understanding of intersectionality in our work and aim to have diversity reflected in our workforce.

We have conducted over 50 studies around the world, and trained hundreds of researchers, practitioners and policy makers to better understand what causes VAWG and how to prevent it. We have grown our online community to over 88,000 followers across social media, creating viral content that has reached up to 3 million people in one post.

We are thought-leaders: sought after to provide strategic advice and effective solutions for local and international NGOs, governments, multilateral institutions and corporates to address one of the most wide-spread and intractable issues of our time. We have worked with the governments of Australia, Cambodia, and Kazakhstan, UN Women, UNDP, and UNICEF, as well as foundations such as the Bill and Melinda Gates Foundation, and key international partnerships including the Prevention Collaborative and SVRI, to name just a few.

For more information on the Equality Institute please visit our website: www.equalityinstitute.org

Equal Opportunity, Culture, Diversity and Inclusion

The Equality Institute fundamentally believes in, and strives to embody, the values of intersectional feminism. We are committed to creating a diverse and inclusive workplace culture that recognises the value in bringing together individuals with a broad range of skills, backgrounds, experiences and perspectives.

The Equality Institute is motivated by a bigger picture outlook that situates our work within broader processes of positive social change. We are a people-centred organisation that highly values all employees, both as individuals and as the most important resources in terms of our contribution to that social change.

The Equality Institute is an equal opportunity employer and strives to maintain a workplace environment that is fair and free of discrimination, is safe and accessible for all employees and provides working arrangements that accommodate the diverse needs of our staff. We strongly encourage applicants from diverse backgrounds to apply for our positions.

The EQI is a child safe organisation and is committed to ensuring the safety and wellbeing of all children. We will work to promote child-safe environments to ensure that all children associated with the activities of the organisation are protected.

Our vision is a world in which diversity is celebrated, all people are respected, and power and resources are shared equally.

Our purpose is to transform unequal power structures and support violence (VAWG) prevention efforts to thrive in a rapidly changing world – through research, creative communications and feminist leadership.

Our values are Strive for Equality, Stay Curious, Be Courageous and Find the Joy.

Scope of work:

The Equality Institute has been contracted by UN Women, with joint funding from the Department of Foreign Affairs and Trade of the Australian Government, and the European Union, to conduct an external impact evaluation of the Strengthening Peaceful Villages (SPV) program, a community mobilisation program that aims to prevent intimate partner violence (IPV), in Kiribati. The SPV program adapts elements of the SASA! intervention, an evidence-based community mobilisation approach, originally developed in Uganda and now adapted for many countries around the world.

The primary aim of the impact evaluation is to assess the effectiveness of the SPV program in reducing rates of IPV in the target population, and to identify key lessons for what works to adapt the SASA! intervention framework to the Pacific context. The secondary aims are to assess the effect of the SPV programme on community-level attitudes around IPV, men's use of controlling behaviours in intimate relationships, women's ability to negotiate sex within marriage, and community beliefs on family dynamics and parenting practices. The impact evaluation study takes a quasi-experimental mixed methods design, incorporating quantitative baseline, midline and endline surveys with qualitative components over the course of the SPV program. The baseline study was completed in 2019.

The role of the Statistician will be to provide technical support on the quantitative components of the midline study. This will include updating power calculations, conducting data cleaning and data analysis, and providing technical guidance on the sampling strategy, as well as a statistical review of study deliverables. A full list of tasks is listed below.

Deliverables and Ongoing Tasks:

- Provide statistical technical guidance and support on midline quantitative study design, including sample size, survey design and data collection;
- Update power calculations with baseline data to determine midline sample size and make recommendations on sample size, sample allocation, and all aspects of sampling strategies;
- Support development of midline analysis plan, based on study design and outcome indicators;
- Provide technical input during midline survey implementation, as needed, including review of data as it comes in to monitor for inconsistencies and errors;
- Midline quantitative data cleaning and data analysis, including bivariate and multivariable analyses accounting for complex survey design;
- Co-authoring of midline reports and, possibly, peer-reviewed manuscripts;
- Support data validation meetings;
- Provide statistical review of revised study protocol, knowledge products, and other deliverables;
- Provide capacity building for EQI staff members on statistical methods and analyses where possible.

Key Selection Criteria:

- Tertiary qualification in statistics, mathematics or related quantitative social science field (masters level preferred);

- Minimum of 5 years experience and expertise in using appropriate statistical software packages based on survey design such as SAS (Statistical Analysis System), STATA, R or others;
- Experience and expertise in designing and developing complex, large-scale survey sampling plans, weighting survey data, and analysing complex survey data;
- Experience and expertise in utilising population sampling methodology, survey research methods, and statistical applications as applied to survey data;
- Experience with longitudinal and cross-sectional randomised control trials and quasi-experimental methods;
- Ability to communicate research findings in clear and accessible English (written and spoken);
- Experience working in low-resource settings and/or the Global South preferred; and
- Able to be self-directed and achieve project deliverables with limited supervision.

To Apply

Please upload your most recent **CV, a cover letter** addressing your current skills and experience to meet the key areas of work and key selection criteria to **hr@equalityinstitute.org** by COB Monday 18 October 2021.