Monitoring, Evaluation, Research and Learning (MERL) Analyst
Lieu : US (NY, NY or Remote)

The Role
Are you a researcher with a passion for social justice and health care? Would you like to use your research skills to help improve access to quality health care? If so, you may be our next Monitoring, Evaluation, Research and Learning (MERL) Analyst. Reporting to the Senior Director, Monitoring, Evaluation, Research and Learning and working closely with senior staff in the US and Togo, you will have the opportunity to play an important role in growing a high-impact social justice organization. Your growth mindset, collaborative teamwork, high level of attention to detail, and clear communication skills will be critical to advancing the mission of Integrate Health to achieve universal health coverage. The ideal candidate will have a natural desire to contribute to research projects that improve the way healthcare is delivered and experienced.

Compensation is competitive and will be determined based on a combination of factors, including level of experience and the cost-of-living in the city you work from. Annual salary for this position, if based in the US, is expected to be between $70,000 and $80,000.

About Integrate Health
Integrate Health (IH) is a small and rapidly growing global health organization working to serve underserved communities in Togo, West Africa. We believe that access to healthcare is a human right, and we are committed to making this a reality by partnering with governments and the local communities to integrate professional Community Health Workers with improved care in public clinics. This approach creates a patient-centered health system that is accountable to the community and dramatically reduces mortality in severely resource-limited settings. For more information on Integrate Health, please visit www.integratehealth.org.

Integrate Health offers a generous benefits package including:
- Aetna health, vision, and dental insurance.
- 401k retirement plan with employer match up to 3%.
- Minimum 20 vacation days/year plus office closed between Christmas and New Year's Day.
- 10 days of sick leave.
- 12 weeks of fully paid parental leave (pertains to birth or adoption) after first 12 months employment.
- 16 hours of paid leave each year to participate in volunteer programs.
- Other benefits offered: Travel insurance, shared office space, need-based salary advances, flexible hours, professional development opportunities.

Your Contribution

1. Quantitative data analysis
- Prepare datasets for analysis and conduct quantitative analysis of various data sources, including household survey data, health facility assessments, and programmatic data.
- Provide technical assistance for Monitoring, Evaluation, Research and Learning lead initiative around improving data quality. Support evidence-based practice utilizing statistical process control methods and data quality assessments.
- Carry out descriptive analyses of the costs and outputs of specific integrated primary care model components implemented by Integrate Health.
- Conduct or support analyses to model the costs and public health impact of scaling primary care interventions throughout Togo using tools such as the Community Health Planning and Costing Tool, the Lives Saved Tool and/or OneHealth.
- Develop short and medium-term forecasts for medicines and key health products using historical consumption and program data.

2. Research and Data Analysis Capacity Building
- Coordinate and support ongoing training and mentoring of IH staff in research methodologies, design and implementation.
- Support ongoing national/regional government and other partnerships in Togo (e.g., Ministry of Health, University of Lomé/Kara, Togolese National Statistical Institute).

3. Dissemination of analysis results
- Support the activities of the Togo-wide research dissemination strategy and the US/global research dissemination strategy.
- Contribute to the development of abstracts, presentations, reports, and peer-reviewed articles.
- Contribute to the dissemination and communication of analysis findings, including through monthly internal review meetings, annual internal review conference, IH impact reports, and donor reports as appropriate.

Desired Skills and Experience
- BA/BS in research, public health, statistics, or related field; master's degree preferred.
- Proficiency in French.
- Advanced quantitative analytical skills and a strong understanding of research methods.
- Minimum three years of data analysis experience; experience analyzing survey data preferred.
- Fluency in Stata, R, or other quantitative analysis software.
- Experience disseminating research results through papers and slide decks.
- Attention to detail and proven ability to produce high quality results on time.
- Self-starter with an interest in developing technical skills.
- Excellent interpersonal and communication skills with a proven ability to gain respect from colleagues and partners from diverse backgrounds.
- Must be committed to social justice and the human rights of the poor.
- Flexible and able to handle the unexpected with grace and humor.

Success Profile
IH values include efficacy, empowerment, commitment, transparency, and respect. IH expects that the MERL Analyst will model and embody these values and will have the following characteristics:
- Diplomatic and humble learner with the ability to listen
- Growth mindset and lifelong learner attitude

- Excellent interpersonal and communication skills (written and spoken), with demonstrated ability to earn respect of colleagues and partners from diverse backgrounds
- Must be extremely detailed oriented, organized, and efficient
- Must be committed to social justice and to the fundamental rights of all humans

To Apply
Please submit a resume and responses to the three questions below to info@integratehealth.org with MERL Analyst in the subject line.

1. Why are you interested in this position?
2. What is one reason you think you'd be a good fit for this position?
3. What is one strength you would bring to this position?

Please keep total question responses to a maximum of one page. The application deadline is rolling. Interested applicants are strongly encouraged to apply as soon as possible.

Our Values
Integrate Health is committed to being an anti-racist, anti-sexist, anti-neocolonial, and pro-equity organization. We acknowledge that this is an ongoing process and that we will always have more work to do to identify, unpack and interrupt the ways dominance shows up in our organization and our sector. You can read more here about the work we have undertaken to date.

Integrate Health was founded as a response to what we perceived as failures in the aid community to do what was right. Integrate Health undertakes the hard work of engaging communities and tackling hard and structural challenges in healthcare, all in a way that is led by local leaders. We place a high value on diversity and the benefits that come from having employees with a wide variety of backgrounds and experiences. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status. Applicants of color and women are strongly encouraged to apply.

Hiring Process
The hiring process will include the following steps:
1. Review submitted applications
2. Conduct 20-minute screening interviews for shortlisted candidates
3. Request that shortlisted candidates submit a practical assessment (designed to take no more than two hours to complete)
4. Conduct skills-based interviews for 3-5 candidates
5. Request references
6. Conduct final interview if necessary
7. Make offer

Only shortlisted applicants will be contacted, but candidates who proceed to step 2 will be notified if they are not chosen for step 3.