



Sector Specialist and Research Lead (Financial Sector)

Job title	Sector Specialist and Research Lead (Financial Sector)
Reporting to	Senior Research & Impact Lead
Work location	Global Health 50/50, Cambridge, UK - hybrid & flexible working available with at least 2 days per week in the Cambridge office
Duration	This post is available with an immediate start for an initial two year fixed-term contract, including a three-month probation period, with possibility of extension beyond the initial two-year term
Working hours	Full time, part time or flexible
Salary	£45,000 - £50,000
Closing Date	Friday 7th March 2025

Role Summary

This is an exciting new role joining a growing team working at GH5050, leading and taking responsibility for the successful delivery of the inaugural (and subsequent) Gender & Finance report(s) (title TBA).

The role will involve project design and management; overseeing and conducting research (and its quality assurance) and policy analysis; establishing and maintaining strong working relationships with partner organisations as well as with other GH5050 collective members; and working with the communications team to ensure impactful dissemination, and engagement. In collaboration with the Senior Research and Impact lead, the post-holder will recruit and manage a team of external research consultants. The role will be exercised at global and country levels. We are looking for a motivated, collaborative and meticulously detail-oriented individual to join our team and encourage applications from people who meet the specification, seek to impact on gender justice and are interested in taking on the tasks and responsibilities of this key role in GH5050.

Role Responsibilities

- **Project design and management:** Project manage the full process of developing the GH5050 Gender & Finance report, policy briefs, case studies of organisational change, and a range of outputs tailored to meet the goals of the GH5050 Strategy. Oversee the production processes from research and analysis to drafting and production of GH5050 outputs, and the research team and consultants. Work closely with the Finance Manager on budgeting and financial reporting and prepare reports for Trustees and funders.
- **Team recruitment, leadership/management and research coordination:** Identify and attract, hire, onboard and train teams of research consultants and provide regular capacity strengthening, support and quality control of their outputs. Oversee and support the research team, develop project plans, arrange regular project meetings, and ensure that project deliverables are met and produced in a rigorous and timely manner.
- **Internal communications:** Take responsibility for maintaining regular and comprehensive internal communications within the Charity, reporting on progress and flagging any risks or challenges to project timelines (and how these will be addressed).
- **Consultant management and liaison:** Identify and recruit consultants for specific tasks to produce GH5050 outputs. Supervise consultants' work to ensure timely delivery of high-quality outputs.
- **Conduct research, data validation and analysis:**
 - Identification of a sample frame: Manage external consultants to identify a sampling frame of approximately 200 global organisations that are representative of the global finance sector and its sub-sectors. Subsequently develop a sampling frame, with a strong rationale, for inclusion of organisations to be included in a national level assessment.
 - Oversee and undertake research and data collection for annual reports and other outputs, including literature research on organisational policies and practices, policy content analysis and other relevant research tasks.
 - Provide quality assurance on the research findings produced by the team of researchers.
 - Regular review and adaptation of research methodologies as needed.
 - Ensure the timely delivery of quality outputs, including on statistical analysis (in collaboration with the Research and Data Officer), data verification (internal) and validation (external), data visualisation, report writing (in collaboration with a professional writer),
 - Ensure compliance with highest standards of research ethics and data protection including compliance with GDPR.
- **Database management:** In collaboration with the Research and Data Officer, manage, validate, clean and securely store large and complex datasets.
- **Stakeholder management:** Be a trusted first point of contact for organisations who are reviewed as part of the reports. This includes preparing and distributing formal communications to CEOs / Board chairs and a designated focal point within each organisation, responding to queries, and managing the process of data validation with organisations.
- **Partnership building and management:** Be responsible for ensuring a productive and equitable relationship with research partners, advocacy partners, and advisory/expert groups and other stakeholders.

- **Report production:** Prepare drafts of reports, including in collaboration with professional writers when appropriate, identify the key messages and key findings, develop data visualisations, provide or commission background and other written contributions, such as forewords and quotes. Liaise with web designers, who build data validation platforms and a new microsite to host the reports, and report design teams.
- **High-impact communication and dissemination:** Work closely with the GH5050 Communications team as well as external communications partner(s) to develop strategic communication and dissemination strategies for these research outputs. This includes preparing compelling messages with supportive evidence from report research and developing a range of additional communications outputs for key stakeholders including presentations, policy briefs, op-eds and papers for peer-reviewed publications and ensuring the delivery of public events and launches.
- Serve, as required, as the face of the Global Finance 50/50 initiative, engage in a proactive way in both the evolution of the Global Finance 50/50 initiative as well as GH5050 more broadly.

Person specification

Essential:

- PhD level qualification preferred. If Masters level qualification, then equivalent and demonstrable relevant professional level experience
- Experience conducting mixed methods research, including innovative methods of data collection, indicator development, database management, and qualitative and quantitative analysis and interpretation
- Experience in research project management, ideally within an academic or policy environment
- Experience of effectively managing a team, with excellent interpersonal skills and the ability to build collaborative professional relationships with a wide range of partners / stakeholders across diverse contexts, including whilst working remotely
- Knowledge of the global finance landscape and its constituent organisations and institutions,
- Excellent verbal and written communication skills in English, and experience producing clear, concise, engaging and evidence-led written outputs such as reports, policy briefs, academic papers and op-eds
- Experience working independently and effective decision making to manage competing priorities and ensure projects are delivered on time and to a high standard
- Proven commitment to social justice including gender justice along with a good understanding of the key issues relating to gender and equality of opportunity in the workplace
- Right to work in the UK. Visa sponsorship is not provided.

Desirable:

- High level of proficiency in MS Excel and experience in using a wide range of software, including data visualisation packages
- Experience in policy analysis and developing recommendations based on this analysis
- Proven intellectual/research contributions to the field of finance

- A network in the finance sector which extends beyond academic actors to practitioners and thought leaders
- Knowledge of gender and its relationship to: (i) finance; (ii) and/or the research/evidence methods in (e.g., policy analysis); and/or (iii) approaches to organisational change, would be an advantage in this role.

Competencies

- Attention to detail and high level of accuracy
- Excellent organisational and planning skills, including time management
- Ability to work both independently and collaboratively within a multidisciplinary team
- Knowledge and experience in at least one research method relevant to the work of GH5050
- Ability to work to deadlines
- Self-starting skills
- Strong multicultural awareness with experience in developing and maintaining research partnerships across a variety of disciplines, settings and contexts
- Understanding of research ethics including data privacy

All Staff are required to:

- Demonstrate commitment to GH5050's organisational values, including exercising high ethical standards and research integrity, with attention to teamwork and collaboration
- Ensure that they have read and understood all mandatory policies and procedures
- Uphold the Equality, Diversity & Inclusion and Anti-Harassment and Bullying Policies, ensuring effective implementation in all aspects of their work for the charity
- Act always within the charity rules, policies, procedures, and any other statutory requirements
- Be proactive, bring ideas, suggestions and contribute to the improvement and development of the charity
- Undertake training as required
- Attend staff and team meetings as required, including in-person at the Cambridge office at least two days per week
- Observe health and safety procedures in the workplace to ensure personal safety and to safeguard the interests and safety of colleagues and visitors
- Establish, foster and maintain close working relationships with other functions to allow effective communication, the prevention of misunderstanding and swift resolution of problems should they arise
- Undertake other duties and responsibilities as appropriate

Our generous staff benefits include:

- 28 days annual leave, plus UK bank holidays. In addition, we may provide 3 days company holiday between Christmas and New Year and your birthday day off.
- Flexible working arrangements – mainly remote working and with at least 2 days per week in the Cambridge office depending on business need
- 5% employer pension contribution
- Employee assistance programme (EAP) via Health Assured
- Professional development and training

About Global Health 50/50

GH5050 (Global Health 50/50) is an independent, evidence-driven initiative to advance action and accountability for gender justice.

GH5050 was formed around a unique model which brings together the rigour of academic research, the knowledge of how policy change can occur and the momentum of advocates and communicators to catalyse progress on gender equality.

GH5050's mission is 'To improve health, well-being, and social justice through the promotion of human rights, particularly in relation to gender equality, by conducting research, disseminating the results of such research, and providing information, advice and advocacy.'

Established in 2017, GH5050 is a non-profit organisation (as a UK registered Charity) headquartered in Cambridge, UK, that initially focussed on the health sector and is increasingly active in other sectors, globally and at country level.

Context

Through our flagship annual report and Gender and Health Index, GH5050 provides the only bird's-eye view of gender, inclusion and equality in the global health sector today. The report assesses 200 organisations across a core set of variables on policies and practices to tackle power and privilege imbalances within the workplace, the gender and geography of organisational leadership, and whether gender is considered in any organisations' external-facing programmatic or policy work.

Based on an approach honed over seven years, GH5050 is planning to produce rigorous data on the state of gender equality within the finance sector where we will review approximately 200 organisations at the global level. We will subsequently apply a similar approach and methodology in the finance sector at the country level in at least one country. Working with research and advocacy partners, supported by a to be established advisory group, experts and a team of research consultants, GH5050 plans to leverage the data to engage with the assessed organisations directly. The work undertaken by GH5050 in the finance sector is part of a wider advocacy coalition supported by our funder aiming to drive organisational change for a more diverse, inclusive and equitable global finance sector.

The successful candidate for this post is expected to play an integral role in contributing to the growth of GH5050, as well as taking a leading role in developing, managing, growing and taking ownership for this exciting new area of work.