



**Job Title: QUALITATIVE RESEARCH ASSISTANT  
1 POST**

**Post:**

- Employing institution: University of Rwanda
- Location: Makerere University, Kampala & Kyangwali refugee settlement, Uganda
- Salary: £600/month (gross) equivalent to approx. 550USD (Net) + Travel compensation
- Tenure: From 1<sup>st</sup> April 2020 until 30<sup>st</sup> May 2021
- Hours of work: 0.5 FTE (Half-time, 23 hours/week)

**Application submission deadline: 21<sup>st</sup> March, 2020**

**Date of interviews: 25<sup>th</sup> March, 2020**

**The Post**

You will work for the COSTAR (Community-based Sociiotherapy Adapted for Refugees) Project: a UK Economic and Social Research Council funded study focusing on community-based sociiotherapy (CBS), which is intended as an inclusive, non-stigmatising, scalable community-based intervention. The COSTAR Project is a collaboration between the University of Liverpool, UK; Makerere University, Uganda; and the University of Rwanda. CBS has been extensively developed and applied in post-Genocide Rwanda over a 12-year period to promote community wellbeing and conflict transformation. The project aims to adapt and evaluate the efficacy of CBS for addressing depressive symptomatology experienced by the large number of Congolese refugees living in Uganda (Kyangwali refugee settlement) and Rwanda (Gihembe refugee camp). The project is being conducted in conjunction with UNHCR and Community-based Sociiotherapy Rwanda.

The post will run from 1<sup>st</sup> April 2020 to 30<sup>th</sup> May 2021. You will be employed through the University of Rwanda. The overall objectives of the COSTAR Project are as follows:

1. Adapt CBS and related assessment measures for use with Congolese refugees in Rwanda and Uganda;
2. (a) Conduct a randomised controlled trial evaluating the efficacy and cost-effectiveness of adapted CBS (aCBS) for reducing depressive symptoms in Congolese refugees in

Rwanda and Uganda, and (b) an embedded process evaluation to understand intervention acceptability and opportunities for future scale-up.

3. Develop implementation guidance for adapting and disseminating aCBS for refugees across diverse settings in conjunction with Community Based Sociotherapy Rwanda and United Nations High Commissioner for Refugees.

The post is specifically related to objective 2(b): the conduct of an embedded qualitative evaluation of the CBS intervention in Gihembe refugee camp and Kyangwali refugee settlement. Essential qualifications, skills and experience for the post include: An Undergraduate Degree (of 2.1 or above) or Masters / PhD in Sociology, Anthropology, Psychology or similar field; a strong track record in qualitative or ethnographic methods, and a specialist interest in mental health. You should have experience of conducting and analysing qualitative interviews and focus group discussions (i.e. skills in leading open-ended individual and group discussions, probing in interviews and focus groups, transcribing interviews and focus groups, and conducting thematic analysis). You will have experience of working with communities in low-resource settings and/or low- and middle-income countries. Ideally you will have experience of working as part of a team conducting randomised controlled trials of mental health or psychosocial interventions, and of working with refugees. You will have excellent verbal and written communication skills in Congolese Swahili and English.

## **DUTIES**

- Coordinate with colleagues to ensure delivery on work package 2(b): embedded process evaluation, ensuring that the work stream runs smoothly, on time and within budget.
- Specifically, you will:
  - Finalise the methodology and plans for completing the embedded qualitative evaluation of the CBS intervention.
  - Conduct qualitative interviews, focus group discussions, participant observation, and/or workshops (as determined by the methodology) with key stakeholders in Gihembe refugee camp / Kyangwali refugee settlement to assess the acceptability of CBS intervention and the feasibility of future widespread implementation of CBS.
  - Conduct analysis of the qualitative data collected, and report findings from this in a timely manner to the work stream group.
  - Act as contributing authors on publications and reports arising from the work stream activity.
  - Coordinate as required with the wider COSTAR project activities, ensuring timely sharing of information and supportive working. Notably this will include providing input into the production of implementation guidance for adapting, delivering, supervising and monitoring aCBS for refugees across diverse settings.
- Support the process of obtaining relevant ethical approvals in Rwanda and Uganda for conducting qualitative work aimed at understanding the acceptability and opportunities for scaling-up the CBS intervention with refugees in LMIC settings.
- Liaise with senior academics (notably Dr Anna Chiumento and Prof Jude Robinson leading this work stream activity), nominated research assistants, representatives from Community-based Sociotherapy, UNHCR, and HIJRA Uganda to deliver on work stream objectives.
- Make decisions on the day-to-day management and coordination of work stream 2(b) activities, and coordinate with in-country line managers and wider academic supervisors for support where required.

- Provide logistical support to the Site Coordinators employed at the University of Rwanda and Makerere University who will be coordinating fieldwork in Uganda and Rwanda.
- Support and liaise with relevant project related stakeholder groups including the: Process evaluation work stream group, Project Oversight Group (POG), Refugee Community Advisory Group (RCAG), and aCBS Implementation Guidance Working Group (IGWC).
- Prepare information and reports for internal and external communication as required.
- You may also be required to carry out such other duties, commensurate with the grading of the post, as may be assigned by the supervisors or their nominees.

## **SUPERVISION**

You will be line-managed by Dr Stefan Jansen and Dr Darius Gishoma (University of Rwanda), Dr Rosco Kasujja and Dr Paul Bangirana (Makerere University). Additional supervision will be provided by Dr Ross White and Dr Anna Chiumento (University of Liverpool) and Prof Jude Robinson (University of Glasgow).

<b><u>Person Specification</u></b>		
<b>ESSENTIAL CRITERIA</b>		<b>DESIRABLE CRITERIA</b>
<b>(Identified from – Application form, CV, Supporting Statement, Interview, References)</b>		
<b>EXPERIENCE</b>		
<b>1.</b>	Experience in contributing to the design of a qualitative evaluation.	Experience of using anthropological methods including ethnographic fieldwork.
<b>2.</b>	Experience in qualitative research methods including collecting, managing, and analysing large qualitative data sets.	Experience of contributing to large-scale global mental health research.
<b>3.</b>	Experience of working in low resource settings and/or low-income countries.	Experience in writing up qualitative and/or psychology research (or a related field) for publication or presentation.
<b>4.</b>	Experience of working in partnership with other members of staff based remotely / internationally.	Experience of obtaining institutional ethical review approvals.
<b>EDUCATION, QUALIFICATIONS AND TRAINING</b>		
<b>1.</b>	Degree (2.1 or above) in Sociology, Anthropology, Psychology or similar field.	An MSc, MRES or MA in Global Mental Health or Research Methods
<b>2.</b>	A PhD or Professional Doctorate (e.g. Doctorate in Social Anthropology).	Training in research ethics.
<b>3.</b>	Training in and experience of qualitative data analysis.	Training in and experience of using qualitative analysis software (e.g. NVivo)
<b>SKILLS, GENERAL AND SPECIAL KNOWLEDGE</b>		

1.	Excellent organisational skills demonstrated by ability to deliver to deadline.	Knowledge of how to conduct syntheses of evidence to interpret findings from qualitative data.
2.	Excellent written and verbal communication skills in Congolese Swahili (for Kyangwali) or Kinyarwanda (for Gihembe) and English (both sites).	Familiarity with video-conferencing software for meetings (e.g. zoom / skype)
<b>PERSONAL ATTRIBUTES AND CIRCUMSTANCES</b>		
1.	Proven ability to prioritise and time manage work activities, work to deadlines and demonstrate initiative.	Ability to work effectively as part of an international and cross-cultural multidisciplinary team.
2.	Proven ability to effectively communicate research findings to a diverse range of stakeholders.	
3.	Ability to work independently and as part of a team, with good interpersonal skills.	
4.	Able and willing to travel between Rwanda and Uganda to undertake data collection, analysis, and attend meetings as required by the project.	

#### **APPLICATION PROCEDURE:**

Interested applicants are invited to submit the following documents by email to [rosokasug@gmail.com](mailto:rosokasug@gmail.com), [dankagabo.costar@gmail.com](mailto:dankagabo.costar@gmail.com) and cc [munarcisse@gmail.com](mailto:munarcisse@gmail.com) before March 21<sup>st</sup>, 2020:

- An application letter for the position;
- A 1-page text (Arial 11, single line spacing) on ‘How my experiences and skills make me an excellent candidate for the post of trial coordinator of the COSTAR project’;
- Copy of National Identity and/or passport
- A current CV which includes a description of current research interests
- A certified copy of Bachelor’s degree;
- A certified copy of MSc degree (or equivalent);
- A certified copy of PhD or Professional Doctorate
- Two recommendation letters;
- One recent passport photo.

