



INCLUDOVATE
INNOVATE FOR INCLUSION

POSITION: GESI Principal Researcher or Senior Researcher (Ethiopia-based)

Reports to: Research Director

One growing network. One shared mission. Are you passionate about inclusion and equality, and ready to make an impact in a startup organisation? Includovate (Include+Innovate) incubates inclusive and rigorous research talent. That talent will help to create a more equal world free from biases, where knowledge is co-created and justice is clearly defined. Your attitude matters more than your experience. We are not an NGO — we are a certified social enterprise, and this matters to our work ethic and how we measure our impact. We are a fast-paced organisation that values collaboration, innovation, capacity building, and a growth mindset. We seek individuals who are lifelong learners, diligent workers, empathetic, and supportive.

Job Summary: We have a new three-year project to support Ethiopian organisations in learning how to deliver best-practice gender, disability, and youth programming. We are looking for someone well-versed in systems change approaches (e.g. market systems, The water of systems change) with experience leading organisations through participatory learning processes. Must be a feminist who loves being evidence-based and co-creating solutions. We are looking for someone who can facilitate a learning approach where partners take ownership of their success. You should be familiar with working with people with disabilities and youth. You should be intelligent and passionate about intersectional forms of feminism. You are results-oriented, focusing on delivering high-quality outputs and success for each partner.

Other key roles of the principal researcher:

- Collaborate with other internal and external researchers on projects and thought leadership
- Potential opportunities to publish papers and present findings at conferences and workshops.
- Strengthen the capacities of junior researchers and provide a supportive and active environment for personal and professional development.
- Increase Includovate's revenue by identifying potential research for development projects,
- Developing proposals for new work, and
- Building relationships with clients for repeat business.

We are seeking a motivated, ambitious self-starter who is an innovator and enjoys leading and developing teams.

Includovate Pty Ltd

Company Number:

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Responsibilities and Duties:

1. Research & Intellectual Leadership:

- Develops internal Knowledge Products on gender and social inclusion, and learning for publication in Includovate's marketing channels.
- Presents research findings verbally or in writing and in an audience-conscious and engaging way.
- Participates in Includovate's Institutional Review Board to review the methods proposed for research to ensure their ethicality.
- Provides constructive feedback, delivers internal training and workshops, and writes joint publications to support and build the capacity of other researchers.
- Includovate wants to be a learning organisation. In addition to delivering client work, we would like you to run regular internal learning events to help us reflect and learn about new topics, our strengths and weaknesses, comparative advantage, etc.

2. Project Management & Coordination:

- Assists project managers in planning and delivering multiple projects to various clients on time, on quality and on budget.
- Provides project leadership to balance client needs with team welfare effectively.
- Identifies at-risk projects and/or deliverables and troubleshoots corrective courses of action.
- Negotiates potential and actual changes in project scope with relevant clients to ensure effective project delivery and profitability.
- Supervise and organise the work of research or project teams to ensure clear roles, effective working methods, performance standards, and research quality.
- Oversee the creation and management of budgets by project managers.

3. Business Development and fundraising:

- Leverages experience and professional network to identify new commercial opportunities.
- Builds relationships with clients and potential clients
- Writes methodologies for proposals (RFPs) and reviews final proposals created by the business development team
- Attends client interviews and prepares teams for client interviews

Qualifications & Skills:

- At least 12 years of experience leading research teams and evaluations in an international development context. A PhD is preferred.
- Experience developing a GEDSI-related research/strategy/framework/learning agenda for a partner organisation.
- Experience using participatory methods.
- Experience working with networks and grassroots organisations.
- Strong leadership skills
- At least five publications in peer-reviewed journals.
- Strong presentation, research, and verbal and written communication.
- Fluency in English. Fluency in local languages will also be considered favourably.
- Experience using research software and using AI to increase efficiency.

Attitudes

- You listen well instead of reacting fast, so you can better understand.
- You are a democratic person who rejects command-and-control structures.
- You take smart risks and are creative and curious.
- You learn eagerly and rapidly.
- You think of critical feedback as a growth opportunity.
- You believe in gender equality and equal opportunity.

Work Location: Must be physically present in Ethiopia. While it is largely a remote assignment, there is a fieldwork requirement for research activities. Successful candidates must have access to a computer or laptop with a high-speed internet connection and be able to travel to remote locations within Ethiopia.

Employment Type: This is a thirty-six-month, full-time, contractual position with a high probability of extension based on performance and financial considerations.

Work hours: Flexible working arrangements apply, with some work falling outside core business hours to accommodate time zone differences.

Remuneration: We offer competitive remuneration depending on the candidate's base location and role suitability.

Where to apply: Interested candidates are requested to fill out the job application **here - [Click](#)**

Applications close: July 10, 2025

ABOUT INCLUDOVATE

Includovate is an innovative research incubator dedicated to creating a more equitable world by tackling inequality and exclusion. We specialise in designing impactful interventions and leveraging cutting-edge research to reshape the complex social, political, economic, and environmental systems that perpetuate injustice. Our action-oriented approach focuses on 'systems change' to transform mindsets and dismantle structural barriers, delivering bespoke and manageable innovations that foster lasting gender equality and social inclusion.

At Includovate, diversity is our strength, reflected in our team, which includes individuals with disabilities in various roles, including researchers, employees, managers, and advocates. As a certified social enterprise, we reinvest our profits into independent research and capacity building, empowering local researchers in low-income countries and shifting the power balance of knowledge creation to the Global South. We champion flat power structures, fostering an environment of collaboration, participation, and open dialogue to ensure our solutions are inclusive and enduring. *For more details, please visit www.includovate.com.*

Includovate does not discriminate in hiring based on jewellery, dress codes, tattoos, gender identity, religious identity, race, colour, sexual orientation, age, disability, marital status, family or caregiver responsibilities, pregnancy, religion, political opinion, class, or social origin.

OUR VALUES:

- Learning: We stay curious and consider failure as a learning opportunity
- Integrity: We strive for excellence and take responsibility for ourselves, while also caring for others.
- Transparency: We are authentic and use a radical candour approach
- Equality: poverty, exclusion and discrimination can be overcome when we empower others and collaborate