



INCLUDOVATE
INNOVATE FOR INCLUSION

**POSITION: Senior Associate Researcher / Sr. Researcher (Gender, disability, youth)
French-speaking | Based in Africa or Asia**

One growing network. One shared mission.

Are you ready to use research to challenge inequality, shift power and co-create knowledge that reflects the realities of those most often excluded? Includovate is a research incubator and social enterprise working to redesign systems that sustain injustice. We believe better evidence, generated differently, can help build a more equal world.

This is not a conventional role. As an Includovator, you will work at the intersection of research, evaluation, systems change, and social justice, contributing to work that actively disrupts bias in data, narratives, and decision-making.

Job summary

Includovate is a research incubator and social enterprise that uses rigorous, inclusive evidence to challenge inequality and shift power. As a Senior Associate Researcher / Senior Researcher, you work at the intersection of research, evaluation, systems change and social justice, contributing to work that actively disrupts bias in data, narratives and decision making. You lead and support gender-responsive, disability-inclusive, and youth-centred research and evaluations across Africa, Asia and the Pacific, co-creating knowledge with communities and partners rather than extracting it.

In this role, you combine technical excellence with political clarity and care. You design and implement mixed methods studies, mentor and support other researchers, and sometimes provide ethical oversight through Includovate's Independent Review Board. You help grow Includovate's portfolio by bringing your networks and ideas into proposal development and partnership building, while working in diverse, remote, collaborative teams that centre leadership and lived experience in low and middle-income countries.

Responsibilities and duties

As an Inclusion Senior Associate Researcher / Senior Researcher, you will:

- Design and lead mixed methods research and evaluations on gender, disability, youth and social inclusion, ensuring approaches are gender responsive, disability inclusive and youth centred.
- Plan, manage, and monitor multiple projects simultaneously to ensure work is delivered on time, on budget, and to a high standard, in close collaboration with project leads and partners.

Includovate Pty Ltd

Company Number:

633 864 072

www.includovate.com

info@includovate.com

- Conduct literature reviews, develop tools, collect and analyse qualitative and quantitative data, and translate findings into clear, accessible products including reports, briefs, presentations and trainings.
- Present research and evaluation findings to a range of audiences, including clients, communities, practitioners and at conferences or webinars, in ways that are engaging and grounded in lived experience.
- Provide ethical and safeguarding leadership by contributing to or chairing Includovate's Independent Review Board, reviewing research protocols and strengthening inclusive, safe data collection and analysis practices.
- Mentor and build the capacity of other researchers, especially early-career colleagues in low and middle-income countries, through day-to-day collaboration, feedback, internal training, and knowledge-sharing spaces.
- Help grow Includovate's portfolio by contributing to concept notes, proposals, and budgets; identifying new opportunities through your professional networks; and nurturing long-term relationships with partners.
- Co-create internal knowledge products and thought leadership (blogs, learning briefs, case studies, tools) that share what we are learning about inclusive, feminist and decolonial research practice.

Who you are

You are a researcher from a low or middle-income country with strong foundations and a clear sense of purpose. You likely hold a Masters or PhD in a relevant field and bring 7 to 10 years of experience in international development research and evaluation, including leading or supporting complex, multi-country studies and teams. You have a track record of high-quality outputs, including publications or equivalent work that shows you can take an idea from design through to learning and use.

You are fluent in both **French and English** and able to work cross-culturally in Africa, Asia and the Pacific. You are comfortable working in multilingual and multicultural teams, and any additional languages from the regions where we work are an asset. You are confident using research and data tools and can communicate insights clearly to different audiences.

More importantly, you align with how we work. You listen to understand and ask good questions. You are thoughtful, curious and open to being challenged. You believe knowledge should be co-created, not extracted. You are comfortable working in non-hierarchical spaces where you need to self-advocate and take responsibility for your own learning. You see feedback as essential to growth, and you are motivated by equality rather than ego.

How we work

We are a remote, globally distributed team with strong representation from low and middle-income countries. We prioritise flexibility, while recognising the realities of working

across time zones. This role can be part-time or full-time, with a 12-month contract and strong potential for extension.

As a social enterprise, we reinvest most of our profits in independent research and in strengthening the capacity of researchers in low- and middle-income countries. We are intentional about shifting who produces knowledge and who gets to be heard.

We actively build diverse teams, including people living with disabilities, and we are committed to equitable and inclusive hiring practices. Includovate firmly supports equal employment opportunity and affirmative action and actively seeks applications from women, gender diverse people, people living with disabilities, people from racialised, Indigenous and minority ethnic communities, and people from low and middle-income countries who are underrepresented in global research. We do not discriminate in hiring on the basis of jewellery, dress, tattoos, gender identity, religious identity, race, colour, sexual orientation, age, disability, marital or family status, pregnancy, religion, political opinion, class or social origin.

Apply

If this resonates with how you see research and your role within it, we would like to hear from you.

If you do not fully meet every criterion and you are a woman, you may be hearing unhelpful, internalised messages telling you not to apply; do not listen to them. We encourage you to put yourself forward so we can understand your experience, potential and politics in context.

To apply, use this simple link and upload your CV along with a cover letter explaining your previous experience and why you are a good fit for this role.

Application Link - [Click](#)

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, as reflected in our team, which includes individuals with disabilities in various roles, such as researchers, employees, managers, and advocates. As a certified social enterprise, we reinvest our profits in independent research and capacity building, empowering local researchers in low-income countries and shifting the balance of power in 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.*

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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