



Leading to Research Team

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1. Academic Qualifications

2. University degree in Social Sciences, Political Science, Sociology, Development Studies, Public Policy, or any other relevant field related to research and social studies.
3. Postgraduate degree or specialized training in research methodologies is considered an asset.

4. 2. Professional Experience

5. Minimum of **3–5 years** of proven professional experience in conducting social, community-based, or policy-oriented research.
6. Demonstrated experience in leading or participating in qualitative and quantitative research projects.
7. Proven experience in community assessments, perception studies, or social cohesion research.
8. Experience working with Civil Society Organizations (CSOs), NGOs, or research institutions.
9. Previous experience working on projects funded by international donors is considered an asset.
10. Experience working in sensitive or conflict-affected contexts is an advantage.

11. 3. Research and Technical Skills

12. Strong knowledge of research design, methodologies, and tools (quantitative and qualitative).
13. Proven ability to design research tools such as questionnaires, interview guides, and focus group discussion tools.
14. Experience in data collection, data analysis, and interpretation of research findings.



15. Ability to ensure research quality and adherence to ethical standards, including informed consent, confidentiality, and data protection.
16. Experience in supervising research teams and field researchers, when applicable.
17. Strong skills in drafting research reports, analytical papers, and policy-oriented documents.
18. Proficiency in using computers and relevant software (Microsoft Office; data analysis software is an asset).

4. Soft Skills

19. Strong analytical and critical thinking skills.
20. Excellent communication and interpersonal skills, particularly when engaging with communities and key informants.
21. High level of responsibility, attention to detail, and commitment to quality.
22. Ability to work independently as well as part of a multidisciplinary team.

23. 5. Languages

24. Fluency in Arabic (written and spoken).
25. Very good command of English, particularly for research documentation and report writing.

26. 6. Values and Ethics

27. Strong commitment to research ethics, including respect for human rights, dignity, and safety of participants.
28. Commitment to the organization's core values, including non-discrimination, equality, and integrity.
29. Adherence to organizational policies and confidentiality of information.