

Development Impact (DECDI) at the World Bank

Hiring Drive for Research Assistants and Field Coordinators

Spring 2026

1. Summary

The Development Impact (DECDI) department seeks to hire **9** Research Assistants (RA), Field Coordinators (FC) and Data Science and Architecture Analysts across **8** projects globally. The consultants will work with the DECDI team and external researchers on all phases of the impact evaluations (IEs), from study design to analysis. The details specific to project hiring, including expected start date, can be found on the [dashboard](#). Using this dashboard, you can also filter specific languages or skills that are important for each project. Applicants may also indicate interest in being considered for positions that will open in the future.

Research Assistants work with the research team to support data acquisition, processing, cleaning, and analysis. *Field Coordinators* supervise implementation of the impact evaluations in the field and liaise with the research team, World Bank operational staff, and Government Officials. *Data Science and Architecture Analysts* support teams with working with administrative data and other microdata sources.

Research Assistants and *Data Science and Architecture Analysts* may either work remotely or be based in Washington, DC, depending on the needs of the research team (as specified in position *descriptions*). Field Coordinators are typically based in the country where the study is taking place, either at the World Bank Country Office or in a city near to the project implementation area. Research Assistants (RAs) and Field Coordinators (FCs) will be hired as Short-Term Consultants (STCs).

Details about open positions can be found on **this dashboard**. Qualified candidates should apply using [the online application form](#) by **Wednesday, April 29, 2026, 1:00 PM EDT**.

2. Background and objectives

DECDI generates high-quality and operationally relevant data and research to transform development policy, help reduce extreme poverty, and secure shared prosperity. It develops customized data and evidence ecosystems to produce actionable information and recommends specific policy pathways to maximize impact. Most DECDI IEs are associated with a World Bank project. DECDI works across the following World Bank sectors: Agriculture, Governance, Climate Change, Financial & Private Sector Development, Entertainment Education, Transport & Infrastructure, Social Protection & Jobs, and Fragility Conflict and Violence. DECDI establishes a research team to work on each IE study through its completion.

Each research team typically includes a principal investigator and co-investigators, a field coordinator based in the country to support the government team on all aspects of the IE, and one or more research assistants to support data cleaning, processing, and analysis.

More information can be found at <https://www.worldbank.org/en/about/unit/unit-dec/impacetevaluation> .

3. Tasks and deliverables

The consultants will report to the project Principal Investigators and other members of the Impact Evaluation team.

Duties for RAs include, but are not limited to:

- Clean administrative and primary datasets and create all indicators required for analysis
- Write well-documented, reproducible code for data cleaning, descriptive statistics, regression analysis, data visualization, and any other analysis as per project needs; document all data work on the project's GitHub repository
- Manage databases, integrating various data sources (for example, project monitoring data, administrative data from local government, and household survey data). This may require programming matching algorithms, using spatial data to create linkages, performing manual matching, and linking up with field staff for additional information on specific tasks
- Support primary data collection: participate in questionnaire design; program electronic questionnaires, design and run high frequency quality checks on raw data; liaise with field staff to resolve data issues and required clarifications
- Conduct literature review and syntheses, contribute to impact evaluation reports and policy briefs, support the development of grant applications, and other writing and editing tasks
- Prepare push-button replication files academic papers and related outputs
- Support receipt of ethical approvals and ensure that data security of identifiable information on project is maintained
- Deliver training courses like impact evaluation, data processing and analysis for government counterparts
- Participate in regular code review sessions with [DIME Analytics](#)

Duties for FCs include, but are not limited to:

- Act as a liaison among members of the research team, government representatives, local stakeholders, and other locally hired field staff to promote understanding of and support for the impact evaluation
- Contribute to the development and implementation of field protocols for primary data collection and procedures and survey instruments, including field protocol, data quality protocol, recruitment of field staff, field staff training, and survey pilots
- Support receipt of ethical approvals and ensure that data security of identifiable information on project is maintained
- Supervise the implementation of primary data collection and data entry activities (including field monitoring, high frequency data checks, survey audits) and act as the primary point of contact with the research firm hired to conduct surveys
- Coordinate acquisition of secondary data, such as administrative data

- Ensure that impact evaluation interventions are carried out as planned, adhering to implementation protocols and timelines. This may include ensuring IT systems for inspections are installed, inspection forms and checklists are properly used, tablets are prepared and available, and other similar tasks. Closely monitor the implementation of the interventions to be evaluated to ensure that the identification strategy is not compromised
- Send weekly progress reports on the implementation to the research team
- Support data cleaning, processing, and analysis
- Support in-country capacity building by helping train local hires and stakeholders in impact evaluation methodology, data collection, etc.
- Support the dissemination of impact evaluation methodology and results
- Perform other related tasks, upon request

Duties for Data Science and Architecture Analysts include, but are not limited to:

- Analyze large datasets
- Conduct deep dives into existing data pipelines for reporting, monitoring and evaluation. Identify pain points (such as duplicate data entry across multiple systems) and opportunities to enhance integration and automation.
- Identify opportunities for increasing integration of microdata in existing data systems.
- Assess potential sources of relevant microdata and constraints to their use.
- Contribute to presentations and briefs as requested
- Bring forward ideas to prototype or pilot solutions, such as dashboards or sample data pipelines
- Perform other related tasks as needed

4. Skills Required

A.) For Research Assistants and Field Coordinators (STC):

- **Academic specialization:**
 - A master's degree in economics, public policy, statistics, computer science or related field, with strong quantitative research skills is essential
- **Technical skills:**
 - Advanced skills using either Stata or R for data processing and analysis are required for Research Assistants and preferred for Field Coordinators
 - Experience with survey programming on an ODK-based platform is strongly preferred, especially for Field Coordinators
 - Experience with machine learning, natural language processing, Shiny dashboards, and geospatial analysis are desirable, especially for Research Assistants. Knowledge of python is an advantage (and required for certain positions)
 - Experience coding in a team environment and using GitHub is highly desirable.
- **Experience:**

- The candidate must have background in impact evaluation and econometric analysis
- Experience working with raw household survey data is strongly preferred for research assistants
- Field research experience, and/or experience managing data collection, is required for Field Coordinators
- Experience working in developing countries preferred and knowledge about the relevant sectors is desirable
- **Capacity Building Skills:**
 - Demonstrated ability and experience in designing and delivering training and capacity building activities or other teaching experience is a plus
- **Language:**
 - Superior written and oral communications skills in English is essential
 - Certain positions will require fluency in other languages (such as French, Portuguese, Hindi, Swahili), as detailed in the specific job ads on the DECDI Jobs page.
- **Interpersonal skills:**
 - Motivated self-starter, with demonstrated ability to work effectively and sensitively in teams, and excellent cross-cultural communication skills
 - For additional skills and requirements, see detailed job ads linked on the next page.

C.) For Data Science and Architecture Analyst (STC):

- **Academic specialization:**
 - A **master's degree in data science, statistics, computer science or related field**, with strong quantitative research skills is essential
- **Technical skills:**
 - Advanced skills using Python for data processing and analysis. Advanced skills in R preferred.
 - Experience with machine learning, natural language processing, Shiny dashboards, and geospatial analysis are desirable, as specified in the position description
 - Experience coding in a team environment and using GitHub
- **Experience:**
 - Strong understanding of best practices for designing and implementing end-to-end data pipelines, ideally within public sector or development contexts.
 - Practical knowledge of information systems, interoperability standards, and data-sharing architectures.
 - Proven ability to assess existing data systems and provide actionable recommendations to improve project or program management through integration, automation, and innovation.

- Demonstrated ability to communicate effectively with non-technical stakeholders and bridge technical and institutional perspectives.
- Experience working with large datasets and structured databases to support research and operational decision-making is strongly preferred.
- **Language:**
 - Superior written and oral communications skills in English is essential
 - Certain positions will require fluency in other languages, as detailed in the specific job ads on the DECDI Jobs page.
- **Interpersonal skills:**
 - Motivated self-starter, with demonstrated ability to work effectively and sensitively in teams, and excellent cross-cultural communication skills
 - For additional skills and requirements, see detailed job ads linked on the next page.

5. Intellectual Property

The World Bank shall, solely and exclusively, own all rights in and to any work created in connection with this agreement, including all data, documents, information, copyrights, patents, trademarks, trade secrets or other proprietary rights in and to the work. The consultant is not allowed to post or publish (electronically or in print) any project-related information without the explicit permission of the Impact Evaluation Team.

6. Terms

The Research Assistants and Field Coordinators will be hired as short-term consultants and remunerated according to the World Bank scale. Contract duration will be discussed on a project-by-project basis.

7. Selection Process

Qualified candidates should apply using [the application form online](#) no later than **Wednesday, April 29, 2026, 1:00 PM EDT**. Applicants will be asked to upload a zipped folder which includes the following:

- Resume
- Brief statement(s) of interest (SOI). Candidates have the option to include a specific SOI **for each position** they are applying to. At a minimum, we request that candidates submit a separate EOI for each type of position (RA, FC). Each SOI should be no longer than 500 words, and the file title should clearly indicate the position of interest.
- (If applicable) Sample code. Applicants are recommended to include sample files prepared by them that best indicate their level of experience in Stata, R, Python, and/or ODK. Candidates may submit multiple code samples (no more than one per programming language), if relevant to their position(s) of interest. If you prefer to point to code on GitHub rather than attaching code samples, please share, as a readme file, the link to individual scripts that best represent your skills in the language. If full repositories are linked, the code will not be considered.

Shortlisted candidates might be invited to take a technical test based on the skills required by the hiring team and will be required to participate in interviews. **Only shortlisted candidates will be contacted.**

The World Bank Group is committed to achieving diversity in terms of gender, nationality, culture, and educational background. Individuals with disabilities are equally encouraged to apply. All applications will be treated in the strictest confidence.

8. Projects with Open Positions

The details specific to projects hiring, including expected start date, can be found below for each category.

8.1 Research Assistants (RA)

Note: Certain RA positions are listed as Pre-Doc RAs. In these cases, hiring teams are specifically looking for candidates who plan to go on to PhD programs in the next few years.

For more details on the projects below, please see the [dashboard](#):

- *WBG Reproducible Research Initiative (Remote)*
- *Rwanda Energy Impact Evaluations (US-based)*
- *Rwanda Agriculture Impact Evaluations (US- or Rwanda-based, Kinyarwanda preferred)*
- *Partnership for Economic Inclusion Impact Collaborative (US-based, French preferred)*
- *Boosting Women Led MSME Growth through Finance and Complementary Support: Evidence from India's RAMP Program (US-based)*

8.2 Field Coordinators (FC)

For more details on the projects below, please see the [dashboard](#).

- *Boosting Women Led MSME Growth through Finance and Complementary Support: Evidence from India's RAMP Program (India-based, Hindi-speaking)*

8.3 Hybrid Research Assistant and Field Coordinator

For more details on the projects below, please see the [dashboard](#).

- *Leveraging AI to Strengthen Teachers Digital and Pedagogical Skills and Students Learning Outcomes (Ethiopia-based, Amharic-speaking)*

8.2 Data Science and Data Architecture Analysts

For more details on the projects below, please see the [dashboard](#).

- *Data Ecosystems Pilots to Enhance EU Cohesion Policy Effectiveness in Romania and Bulgaria (2 positions - Remote, local language preferred)*