

## Research Associate – Monitoring, Evaluation & Learning (MEL)

**Location:** New Delhi, India

**Employment Type:** Full-time

**Reports to:** Director, Ignite

### About the Role

Join us in shaping a global movement that reimagines how humanity leads, acts, and creates change through **Compassion**.

At the Satyarthi Movement for Global Compassion (SMGC), research is not an academic exercise—it is a tool for action. We are looking for a curious, rigorous, and mission-driven **Research Associate (MEL)** who is passionate about translating research into real-world impact.

In this role, you will support research, synthesis, monitoring, and knowledge creation to strengthen SMGC's programmes, partnerships, and global initiatives. You will work at the intersection of **research, programme design, learning, and strategy**, helping ensure that compassion is grounded in evidence and expressed through effective action.

This role is ideal for someone who enjoys asking hard questions, working across disciplines, and contributing to a purpose larger than themselves.

### Key Responsibilities

#### 1. Research & Actionable Insights

- Conduct rigorous desk and field research (qualitative and quantitative) using contemporary research tools and methodologies.
- Apply AI tools and emerging technologies to accelerate research, analysis, and synthesis.
- Translate research findings into clear, actionable insights that inform programme design, strategy, and decision-making.
- Contribute to the design and execution of multi-stakeholder research projects in collaboration with academic institutions, practitioners, and partners.

#### 2. Knowledge Creation & Learning

- Stay up to date with developments in social sciences, psychology, behavioural sciences, and systems thinking relevant to compassion, leadership, and social change.
- Conduct comprehensive literature reviews, identify gaps in existing knowledge, and propose innovative research directions.
- Embed research insights into SMGC's learning and leadership programmes, fellowships, and training modules.
- Support the development of monitoring, evaluation, and learning (MEL) frameworks across initiatives.

### **3. Stakeholder Collaboration**

- Work closely with internal teams across programmes, communications, and strategy.
- Collaborate with external stakeholders including researchers, practitioners, civil society organisations, and global partners.
- Serve as a research resource for leadership—providing evidence-based inputs, insights, and recommendations.
- Provide operational and programme support as required, especially during pilots and scale-up phases.

### **4. Design, Documentation & Communication**

- Maintain organised research databases and documentation systems using digital and collaborative tools.
- Convert research into high-quality outputs—concept notes, presentations, handbooks, briefs, and reports.
- Support the design of experiments, surveys, behavioural interventions, and training materials.
- Contribute to building a strong culture of learning, reflection, and evidence within SMGC.

### **Key Projects You May Work On (First 6–12 Months)**

- KARUNA Circles – a community-driven compassionate problem-solving framework
- SMGC's one-year flagship fellowship and other leadership development programmes
- Satyarthi Summer School
- Global youth campaigns and mobilisation initiatives across regions

### **Qualifications & Skills**

- Bachelor's degree in social sciences, education, public policy, communications, or related fields. A master's degree is preferred but not mandatory.
- 2–5 years of professional experience in research, MEL, programme design, or related roles.
- A mix of individual contributor and team player characteristics, with the drive to learn, grow and take on new challenges.
- Proficient in Google Workspace (Docs, Sheets, Slides), online collaboration tools, Canva and basic digital tools.
- Skilled at designing frameworks, rubrics, tools and assessments would be an added advantage.
- Skilled at leveraging AI and emerging technologies to support data collection, synthesis, and knowledge creation.
- Ability to synthesise complex information into clear, well-structured written documents.
- Creative problem solving with an attention to detail and an eye for design.
- Comfort working across fast-paced and mission-driven environments.

## **Compensation**

Remuneration will be commensurate with the candidate's experience and expertise.

## **How to Apply**

- Please fill out the application form by clicking on this link:  
<https://forms.gle/RZdjZuDREp7MZsnv7>
- Alternatively, email [recruitment@satyarthimovement.org](mailto:recruitment@satyarthimovement.org) with: CV/Resume and Cover letter (max 2 pages, 12-pt)

## **About Satyarthi Movement for Global Compassion (SMGC)**

At the Satyarthi Movement for Global Compassion, we believe compassion is not a soft emotion — it is a powerful force for transformation. We are building a world where compassion shapes how individuals, institutions, and societies think, decide, and act.

## **Our Verticals**

SMGC's work is spread across three verticals:

- **Ignite:** Learning and leadership programs for individuals, institutions, and societies, anchored in the Satyarthi Compassion Quotient™ (SCQ) - a proprietary framework to evaluate, cultivate, and enhance Compassion
- **Impact:** Catalysing grassroots transformation by empowering children, youth, and women with a focus on democratic participation and sustainable impact. Our initiatives are targeted at dismantling structural oppression, child exploitation, and gender discrimination, amongst other social challenges
- **Inspire:** Creating meaningful dialogue and discourse with Nobel Laureates, change makers, thought leaders, and community voices to drive urgent, collective action to the grand challenges of humanity