



## Research Fellow

Spire seeks a Research Fellow with experience in rigorous quantitative analysis, impact evaluation, and/or predictive modeling lead a major study to identify the factors that predict youth employment in Kenya. More than 40% of Kenyan youth are unemployed and millions more will enter the job market in the coming years. Little is known about who secures a job — and therefore a stable future — and the many who do not. The Fellow would lead our effort to close that gap.

The Fellow can be based anywhere in the world with at least one trip to Kenya. The position is unpaid, though a modest stipend is possible if required for strong candidates. Candidates will need to commit to investing sufficient time to quickly and rigorously completing the analysis, which we estimate will require at least 3 months.

Spire is a small team with a big vision: reinventing higher education from scratch. What would the education-to-employment pathway after secondary school look like if we drew on the latest in learning science, pedagogy and technology? We think it would blend world-class online content (think MIT or Stanford), learning by solving real-world problems and failing fast, and high-quality, high-intensity offline coaching and instruction. We launched in Kenya early 2014 and we aim to be reaching tens of thousands of people across emerging countries within five years.

Do you have significant experience and skill in building and conducting quantitative analyses? Are you hungry to apply those skills to quickly shape large scale programs and policies? Do you want to be part of a fast-paced team of exceptional individuals who are using data to tackle one of the largest problems facing developing countries? If so, then this role may be for you.

As a Fellow, you will design and build the first robust predictive model of employment outcomes for young people in Kenya. You will oversee the collection of data on thousands of youth in Spire's network in Kenya and then feed those extensive data into a model to determine the drivers of job attainment and retention. Your work, the first of its kind in the region, will immediately shape who Spire admits into its seminal youth training programs: we have received more than 3,000 applications for the 60 places in the program. It will also feed into the programs and policies of the government, multinational, and other partners with whom Spire works.

### *About us:*

- We're taking on one of the world's biggest problems: youth unemployment is soaring and emerging-market businesses are starved for skills
- We're a social enterprise with multi-year seed funding and the goal of reaching ten of thousands of youth in need across Africa
- Our non-profit sister organization, Kepler, which we also helped found, has been providing high quality degrees to youth in Rwanda and has been written up in Scientific American, Fast Company, and The Chronicle of Higher Education
- Our leadership has spent decades working in East Africa with leading institutions—like the Clinton Foundation, McKinsey, and Partners in Health—and believes there are two things that drive game-changing organizations: great people and great culture
- We are a lifestyle, not a job: you will be stretched every day and feel you are having more impact on the world that at any other point in your life

*About you:*

- You have 2+ years of experience and training in research and rigorous quantitative analysis, ideally in developing country and fast-paced settings
- You are passionate about using data and research to quickly impact practical outcomes
- You have flexibility in your plans for the next 3-6 months and are excited to devote the time to complete this seminal analysis quickly and robustly
- You are able to spend at least 2 weeks of that time in Kenya
- You are hungry to learn something new every day and you see failure as a way to grow
- You stay cool and solve problems when things don't go as planned

<http://spire.theresumator.com/apply/3MP1dF/Research-Fellow.html>