Terms of Reference: Quantitative Research Analyst

Location:	This is a remote, home-based role in Australia, with optional in-person presence in locations where DT Global offices exist.
Contract Duration:	(1 February 2027 – 19 September 2029)
FTE:	1.0 FTE
Travel:	Some interstate and international travel within Australia and the Pacific region may be a requirement of this position.
Manager:	P4SP Senior Social Protection Specialist (Economist)
Performance Management:	The incumbent is required to participate in DT Global's performance management processes.

About DT Global Asia Pacific

At DT Global Asia Pacific, we aim to positively impact people's lives through delivery excellence. As a leading implementing partner across Asia and the Pacific, we co-create locally led solutions in partnership with governments, communities, and stakeholders. We bring together talented teams and deep regional expertise to deliver initiatives that promote inclusive economic growth, essential services, and resilient, secure communities. With over 1,500 staff, experts in 22+ countries and more than 60 years of development experience, we tackle complex community, national and transnational challenges — from governance and justice systems to climate resilience, infrastructure and social equity — with innovative thinking and a commitment to long-term impact.

For more information, please see www.dt-global.com

About P4SP

The Australian Government through the Department of Foreign Affairs and Trade (DFAT) has commissioned the Partnerships for Social Protection program (P4SP), which is being implemented by DT Global.

P4SP is an eight year, AUD 36 million Australian Government program to support governments in Pacific nations and to strengthen their national social protection systems. The program delivers both bilateral and regional activities to support partners to improve the quality, inclusiveness and sustainability of social protection systems, and to build awareness of, and demand for, quality and inclusive social protection. P4SP is a highly adaptive and demand-driven program. As such, the operating context, and the priorities of government and DFAT Posts in each country are key determinants for the scope of P4SP's engagement.

The outcome P4SP is working towards is that governments increasingly address gaps and bottlenecks in the coverage and inclusiveness of social protection policy and program delivery.

P4SP commenced on 20 September 2021 and will operate until 19 September 2029.

For more information, please see https://p4sp.org

Background & Context

The quantitative research stream under Phase II of P4SP aims to generate and disseminate high-quality, policy-relevant quantitative evidence on social protection in the Pacific, building on the strong empirical foundations established during the initial phase of the program.

The quantitative research program will aim to deepen regional understanding of poverty, vulnerability, and inequality dynamics, as well as the role of social protection in addressing these challenges. The research aims to provide governments and regional stakeholders with practical evidence to inform program design, financing, and delivery, while ensuring that issues of gender equality, disability inclusion, climate resilience, and livelihoods are central to the knowledge base. Flexible just-in-time analysis will further enable P4SP to respond to emerging priorities, strengthen policy dialogue, and support governments in making evidence-informed decisions.

Objectives of Role

The role has three interrelated objectives, each contributing to P4SP's Phase II quantitative research program.

The first objective is to build a stronger and more comparable evidence base from existing Pacific data. By cleaning, harmonising and analysing household survey and population datasets across multiple Pacific Island Countries, the role will help deepen regional understanding of poverty, vulnerability and inequality, and of how social protection programs are reaching and supporting households. This includes generating cross-country insights on coverage, adequacy and the role of transfers in household welfare and shock response, with consistent attention to differences by gender, disability, age, geography and vulnerability status.

The second objective is to support the delivery of a major piece of quantitative research involving primary data collection. The Quantitative Research Analyst will contribute across the study cycle, from informing design choices and sampling, through to supporting data quality during fieldwork and producing clean, well-documented datasets and analysis. In doing so, the role will help ensure the study generates new, high-quality evidence on social protection that fills gaps in what existing surveys can tell us, and that it is grounded in sound methods and transparent documentation.

The third objective is to strengthen P4SP's ability to respond quickly and credibly to emerging policy priorities. By providing just-in-time analysis, scenario modelling and inputs to costing and simulation tools, the role will support timely policy dialogue with partner governments and DFAT, and help translate quantitative evidence into practical inputs for program design, financing and delivery decisions.

Across all three areas, the role aims to uphold high standards of data quality, reproducibility and documentation, so that the analytical work produced under Phase II can be built on, verified and shared within P4SP and with partners over the life of the program.

Expected Outcomes

- **A stronger, more comparable evidence base for the region**. Through the harmonisation and analysis of existing household survey and population data, Pacific governments, DFAT and regional partners have access to robust, comparable evidence on poverty, vulnerability, inequality and the reach of social protection across Pacific Island Countries.
- **New evidence that fills key gaps**. Through a major piece of quantitative research involving primary data collection, P4SP generates new, methodologically sound evidence on social protection that goes beyond what existing surveys can provide.
- **Policy and program decisions informed by timely analysis.** Through just-in-time analysis, costing and simulation, partner governments and DFAT are able to draw on credible evidence when making decisions on the design, financing and delivery of social protection.
- **Greater inclusion grounded in disaggregated data.** Across all three focus areas, analysis disaggregated by gender, disability, age, geography and vulnerability status strengthens understanding of who social protection reaches and informs efforts to make programs more inclusive.

- **Durable analytical capability within P4SP.** Reproducible code, well-documented datasets and validated analytical tools ensure P4SP's evidence can be verified, updated and built on by the program and its partners over time.

Roles and Responsibilities

Secondary data analytics

- Clean, manage, and analyse large household-level and population datasets (e.g. HIES, MICS, LFS, census microdata) from Pacific Island Countries.
- Construct and document key variables, including poverty and vulnerability indicators, demographic groupings, program receipt variables, and relevant disaggregation dimensions (e.g. gender, disability, age, geography).
- Produce descriptive and comparative analysis across countries to support regional and cross-country insights on social protection coverage, adequacy, and impacts.
- Support the preparation of analytical outputs, including tables, charts, technical annexes, and draft inputs for P4SP policy briefs, working papers, and blogs.

Supporting a major quantitative research study

- Support the design of a large-scale quantitative study on social protection in the Pacific, including refining research questions, identifying outcome measures and indicators, and drawing on existing survey data to inform the approach.
- Assist with sampling design and sample size calculations, including sensitivity testing across alternative outcome measures.
- Contribute to the development and testing of survey instruments, data collection protocols and quality assurance procedures.
- Support the implementation of primary data collection, including monitoring incoming data, flagging quality issues, and working with data collection partners and field teams.
- Clean, process and analyse the primary data collected.
- Contribute to any technical notes linked to the primary data collected and the final report for publication.

Just-in-time quantitative analysis

- Provide rapid analytical support to time-sensitive requests from partner governments and DFAT, including ad-hoc tabulations, scenario analysis, and summary statistics.
- Support the development and updating of social protection costing and simulation tools, including background data preparation and validation.

Broader responsibilities

- Maintain high standards of data quality assurance, version control, and reproducibility.
- Clearly document analytical assumptions, data limitations, and methodological choices.
- Engage constructively with feedback from senior researchers and revise outputs accordingly.
- Support knowledge sharing within the team.

Reporting Lines and Performance Management

The Quantitative Research Analyst will report to the P4SP Senior Social Protection Specialist (Economist) and work closely with the wider P4SP team to ensure analytical work responds to program priorities.

Performance will be managed in line with DT Global's performance management processes, including setting objectives at the start of the engagement and periodic performance reviews.

Selection Criteria

Essential Experience and Knowledge

- Advanced degree in development economics, statistics or a related field
- At least three years' relevant professional experience in applied quantitative research, or equivalent demonstrated experience through postgraduate research.
- Demonstrated ability to work with household-level survey data (e.g. HIES or similar), including data cleaning, variable construction, and descriptive analysis.
- Experience managing large and complex datasets, including merging multiple data sources and documenting assumptions.
- Practical experience using statistical software, such as Stata, R or Python for applied policy research.
- Ability to write clear, well-commented, and reproducible code.
- Sound understanding of weighting, sampling design, means/ proportions, confidence intervals, and cross-tabulation.
- Ability to translate quantitative findings into clear tables, charts, and short analytical notes for non-technical audiences.
- Ability to undertake econometric analysis to estimate the effects of social protection programs, contributing to academic papers
- Capacity to work to deadlines and respond to iterative analytical requests from the P4SP team.
- Commitment to respectful and ethical research practices.

Desirable

- Experience working in the Pacific or across Small Island Developing States (SIDS)
- Experience working with, or alongside, Pacific national statistics offices, line ministries or regional organisations, such as SPC.
- Knowledge of the social protection sector.

Special Conditions

- Applicants must be Australian citizens, permanent residents, or hold a valid Australian work permit. Evidence of work rights will be required during the recruitment process.
- The successful candidate is required to gain a National and/or International Police Clearance, and undertake all due diligence required prior to being employed and as determined by DT Global. The police clearance and due diligence is required to be renewed periodically and as advised by DT Global.
- The successful applicant will be required to obtain a medical clearance as a condition of this employment, which is required to be renewed periodically, and as determined by DT Global.
- The successful candidate will be required to undertake mandatory trainings as advised by DT Global.
- Some out of hours and weekend work may occasionally be required.

Other Information

Amendments to the position's terms of reference may be made during the period of the engagement as required.

DT Global is deeply committed to safeguarding, which refers to how we keep people and the environment safe from harm. This includes children and vulnerable groups that we interact with as beneficiaries; partners who we collaborate with to deliver our programs; government stakeholders who we support; and importantly, our own personnel.

We take a zero-tolerance approach to sexual exploitation, abuse and harm of adults and children; fraud, corruption and bribery; modern slavery; and any form of exploitation across our operations, partnerships, and supply chains. We uphold the highest standards of integrity and expect the same of those we work with.

DT Global is committed to providing equal employment opportunities and a work environment that values diversity and inclusion. Aboriginal and Torres Strait Islander people, female applicants, and people with a disability who meet the requirements of this position are strongly encouraged to apply. If you have any support or access requirements, we encourage you to advise us at the time of application.

Engagement with DT Global is subject to formal background screening, criminal record checks, employment verification, and periodic compliance checks. All DT Global staff receive safety, compliance, safeguarding and integrity training, and we expect our personnel and partners to always act in alignment with our company values.