

# Junior Quantitative Justice Data Analyst (Junior Justice Sector Adviser)

## Role Definition

Hiil, a social enterprise that works to enhance access to justice through innovation, based in The Hague is looking for a Junior Quantitative Justice Data Analyst

Do you have a degree in law, social sciences, psychology, economy, public administration and similar? Experience in designing and conducting survey research? Strong understanding of descriptive and inferential statistics and a proven ability to communicate the results in a convincing and engaging manner? Are you triggered by the opportunity to join a high level team that works internationally to use data to spurn justice innovation?

Then join us as a Junior Quantitative Justice Data Analyst.

## Tasks & Responsibilities

- Participating in development and implementation of quantitative research projects in different environments: post conflict, post revolution, lower income, middle income and higher income countries.
- Designing surveys, sampling plans and quasi-experimental designs.
- Assisting the processes of data collection and analysis.
- Perform descriptive and inferential statistical analysis with software packages such as Stata, SPSS, and/or SAS.
- Presenting research findings in appealing and easy to understand style.
- Writing project proposals as opportunities arise.
- This role may require frequent travelling.

## Core Competencies, Skills and Approach

- Strongly developed presentation and communication skills.
- Analytical skills, penchant for accuracy and eye for details.
- Strong client and result orientation.
- Able to work well in a team.
- Creative facilitation of group meetings.
- Strong ability to prioritise and do/learn things quickly.
- An ability to promptly adjust to different contexts.

## Key Outcomes

- On time implemented high quality quantitative and qualitative research projects.
- Validly and creatively designed surveys and accurately collected and analysed data.
- Statistical findings written and presented in an appealing way.
- On time and well organised (project managerial) support of the project managers and efficient MT, SB and Heads meetings.
- Staying within project budgets.

## Role Requirements

- Master's degree in Law or Social Sciences (economics, sociology, political science, public administration, social psychology, communication sciences, service design).
- Strong knowledge of quantitative research methods.
- Intensive experience in design, implementation and describing empirical research projects.
- Able to show evidence of understanding research methods in the form of academic (peer-reviewed) or non-academic (reports, white papers, etc.) writings.
- Excellent analytical and presentation skills.
- Experience in project management is a plus.
- Extensive experience with SPSS or similar.
- Fluent proficiency in English. Fluency in one other major world language (e.g. Spanish, Chinese, Arabic, French) is a plus.
- Preferably experience in acquiring projects and grants.

## We offer you:

- In principle a full-time position in our office in The Hague, the Netherlands or a negotiated consultancy arrangement is possible. A part-time option is also available.
- Unique experience with project, people and quality management in an international environment.
- Coaching and support by your experienced supervisor and colleagues.
- Financial remuneration depending on the candidate's profile.
- Attractive package of secondary conditions (holiday allowance, travel expenses, etc.).

## HiiL in a Nutshell

HiiL's mission is to sustainably improve the justice journeys experienced by users of the justice system when they most need it. That means putting people first. Focusing on procedures. And empowering justice institutions to provide the leadership and stability to support that.

At HiiL, we see the 'rule of law' and 'justice systems' as means to an end: the infrastructure that is needed for peaceful and inclusive societies that flourish on the basis of sustainable economic development. This view also lies at the heart of the UN Sustainable Development Goal 16 on peace and justice. Much like roads, railways, bridges, electricity and fibre optic cables provide the infrastructure for connecting people, the rule of law and effective justice systems provide the infrastructure for fairness in economic and interpersonal relationships. The justice sector is meant to deliver procedures for managing conflict. Rules bring fairness, trust, and stability. They allocate responsibilities so life becomes less risky.

For us the core value proposition of a good justice system is the procedure. And the procedure can be bad, mediocre, and good at delivering a fair solution.

## How do we work?

Our approach focuses on introducing innovation to the justice system. We collect data about the needs and satisfaction of the users of the justice system. Our Justice Needs and Satisfaction tool is able to track more than 40 elements of the justice experience. Through clever interfaces, we make the data available to policymakers so they can act on it. Data provides knowledge, creates empowerment, and builds accountability - for both achieving positive outcomes and for not doing so. Based on the data, we build ownership around specific problems, spark innovation and support coalitions for change as integral aspects of our approach. Our Innovating Procedures helps build the next

generation of new and original procedures that help solve the justice-related problems experienced by their citizens. The new procedures we develop with clients combine elements of justice technology, mediation and of best practices from courts across the world. We don't stop at devising and generating new solutions; we also help to realize, nurture and improve them. Our Justice Accelerator team runs Justice Innovation Challenges to help identify and select promising justice start-ups that contribute to systemic change. We help justice entrepreneurs validate, improve and scale up their initiatives with the partners most useful to them, and develop sustainable funding models. We connect the best projects and business models to funding opportunities.

### **Our values**

- Co-creation | Our projects are energising, based on collective learning, looking at problems from many perspectives and based on an exchange of solutions from different cultures.
- Non-judgmental | We take a neutral perspective, focusing on what is perceived as more or less fair by the people involved.
- Evidence-based | Research and best practices are the backbone of our work.

More information about Hiil can be found on the second page and on our website: [www.hiil.org](http://www.hiil.org)

### **How to apply**

In order to apply for this position please send your English CV, motivation letter and sample of your writing to Irina Eschbach [irina.eschbach@hiil.org](mailto:irina.eschbach@hiil.org)