Role: Research Associate, Evaluation of a Graduation Approach program in Hong Kong (JC PROJECT LIFT)
Location: Hong Kong SAR

Company Background:
Established in 2015, Voyage is a mission-driven non-profit that actively manages a portfolio of long-term, strategic initiatives to achieve impact at scale. Their portfolio has shaped >800 million USD in strategic philanthropy in Asia targeting systems change in philanthropic sector building, poverty alleviation and livelihoods, youth and education, aging, disability inclusion, and mental health.

We work with leading partners to design, build and scale initiatives that represent the most strategic bets to achieve impact at scale. Our approach is to partner long-term to build initiatives tailored to the problem based on first principles. See four different examples below:

- **Rigorous evidence-based interventions:** Voyage is a partner to JC PROJECT LIFT (created and funded by HKJC Charities Trust) adapting an "Urban Graduation Approach" to enhance employability, family capacity and financial literacy for 4,200 underprivileged households, across 25 transitional housing sites in 11 districts. The impact of JC PROJECT LIFT will be rigorously evaluated with a longitudinal randomized control trial (RCT) to assess poverty alleviation outcomes over 6 years. The evidence generated aims to inform "targeted poverty alleviation" strategies in Hong Kong SAR, and urban poverty alleviation strategies globally;

- **Large-scale last-mile social delivery systems:** Since 2018, Voyage has been a partner with a grassroots collaborative which has now facilitated access to social protection for over 4 million migrant families. The collaborative works across 5 countries in South Asia and South East Asia and aims to facilitate social protection for 15m by 2028, whilst supporting Governments to improve social protection systems to sustainably deliver a safety net at scale;

- **Impact investment venture fund and technical assistance facility:** 900m people in low-middle-income-countries lack access to life-changing assistive technology (e.g. hearing aids, prosthetics, orthotics, wheelchairs). Government and charities are unable to sustainably meet demand with existing products that are unaffordable, so ATX focuses on deploying patient capital to revolutionise AT access in low and middle-income countries. Voyage has been a partner since 2019;

- **Multi-year research-to-action:** The Commission on Asian Philanthropy aims to accelerate the change in the trajectory of Asian philanthropy toward its full potential for social good. The big opportunity to increase the quantum and quality of Asian philanthropy is domestic; e.g. China's philanthropic market is 29bn USD a year and India's is 15bn USD a year (growing at 7% and 10% CAGR respectively). The Commission will drive the research to enable Asian countries to learn from one another to advance the growth and professionalization of their domestic philanthropy ecosystems. Voyage is the co-secretariat overseeing planning, research and implementation of collaborative projects.

The Role:
Voyage is looking for a highly motivated Research Associate to support an evaluation of JC PROJECT LIFT, created and funded by The Hong Kong Jockey Club Charities Trust.

The Research Associate will work closely with a team of researchers from the University of Pennsylvania and the University of Hong Kong, and contribute to using cutting-edge research evaluation methods. This roll will also provide opportunities to make deep impact, using data and evaluation to inform program adaptation and scale-ups in various settings beyond Transitional Housing / Hong Kong.

This is a project-specific full-time role with a 1.5 year contract with possibility for extension, with the start date as soon as February 2025.

About Graduation Approach and JC PROJECT LIFT:

Globally, the Graduation Approach (GA) is one of the most successful poverty alleviation interventions with proven effectiveness through Nobel Prize-winning research efforts overseas. It is considered a unique intervention for being multifaceted, time-bound and designed for sustainability, and adaptable and scalable across various countries and contexts. GA has traditionally been developed for rural communities while there have been recent efforts to adapt it to urban slum contexts in Bangladesh and Tamil Nadu, and peri-urban areas in Uganda and the Philippines.

Building on the key lessons of adapting the GA to the urban context, JC PROJECT LIFT is a five-year Trust-Initiated Project that pilots an urban graduation approach as a targeted, comprehensive, and time-bound poverty alleviation model to uplift impoverished households residing in Transitional Housing (TH) sites across Hong Kong. The Project enhances employability, builds family capacity and financial literacy for 4,200 underprivileged households across 15 TH sites. By addressing the multidimensional nature of poverty, JC PROJECT LIFT demonstrates potential for replication in other local and overseas housing settings and mainstreaming as a standalone wraparound employment support service through pioneering an innovative pay for success empowering employment service model.

In parallel, a rigorous impact evaluation is being implemented to study the Project's effectiveness on upward mobility, combining quantitative and qualitative research methods. An evaluator team at the University of Pennsylvania and the University of Hong Kong is leading a randomized control trial (RCT). The study will also involve working with a local research firm to gather qualitative data through focus group discussions and interviews and provide in-depth and nuanced explanations for quantitative findings from the RCT.

Roles and responsibilities:

1. **Quantitative data analysis for insights generation:** The successful candidate will be responsible for data analysis and effectively communicating the insights/learnings through visualization, for the purpose of program learning and evaluation.
   a. **Statistical analysis:** Conduct quantitative data analysis using statistical software to generate insights and evaluate interim program effectiveness; Perform descriptive statistics, regression analysis, and other statistical techniques to support research objectives.
   b. **Visualization and communication:** Assist in preparing data visualizations, charts, and graphs to effectively communicate insights and deliver key messages; Support the drafting of presentations, research reports, or policy briefs based on data analysis.

2. **Research execution support:** The successful candidate will be asked to support various research implementation tasks, including:
   a. **Oversight of randomization process** - manage the data collection partner to share collected survey data in a timely manner, train undergraduate RAs on manual data entry and check their data entry quality, facilitate the HKU evaluation team to effectively merge different data sets, and communicate with relevant stakeholders (NGOs, data collection partner, and evaluators) on updates and issues to be resolved
   b. **Data manipulation and management support** - clean and format survey data for various purposes, regular backup of database, upload to the program's Management Information System (MIS) portal as needed, etc.
   c. **Other support** - administrative or logistical support for survey enumeration, literature review, focus group facilitation, etc.

Required qualifications and experience:

- Bachelor's degree in economics, public policy, sociology, statistics, business administration, or another social science or quantitative discipline; Master's degree preferred;
- Minimum of 1 year of prior experience in research and evaluation projects, or in data analytics, preferably in the social sector;
- Proficiency in R, STATA or other data analysis software;

- Ability to translate research questions into data analyses, and data analyses into visualization, which could be used to effectively communicate learnings/impact stories and inform decisions of key stakeholders;
- Ability to manage multiple work streams with great attention to details;
- Ability to work independently and as part of a team in a fast-paced, dynamic environment;
- Professional verbal and written proficiency in both English and Cantonese.

Preferred qualifications and experience:
- Strong knowledge of quantitative and qualitative research designs including RCT, data collection methods, and ethical standards in research;
- Experience in data visualization tools (e.g. Tableau, Power BI);
- Experience in facilitating focus groups or in-dept interviews;
- Ability to manage stakeholders.

Character traits required (these are essential to fit for this role):
- Your own, internal bar for the quality and impact of your work is substantially higher than external parties' expectations of you;
- You are highly self-reflective and believe growth is multi-dimensional at the intersection of emotional maturity, psychological health and professional development;
- You enjoy proactive problem solving from first principles, and don't need "recipes to follow" to feel comfortable in ambiguity;
- You measure impact by external real-world outcomes achieved, not by "satisfaction" of internal or external parties, or by internal organisational markers like size or growth.

Why join Voyage:
- **See ideas all the way through to impact at scale:** We focus on the most strategic bets and we commit long-term to see ideas through to implementation at scale. Your work will be highly intellectually stimulating and deeply fulfilling as you witness the tangible results;
- **Deep commitment to your personal and professional development:** We offer an accelerated career trajectory in the impact sector and invest heavily in your future through on-the-job training and feedback, internal learning programs, frequent 1-1 coaching sessions;
- **Push the boundaries of the sector with industry leaders:** Voyage is at the forefront of the sector, trusted by influential philanthropies across the region. Initiatives like the Commission on Asian Philanthropy aim to shape the sector for decades to come.

How to apply
- Please send your cover letter and resume (English) to yoori.kim@voyage-my.org (or reach out with any questions about the role).
- Applications are processed on a rolling basis, so it is beneficial to apply as early as possible.