



**Job Title: Research Associate, Social Mobility Initiative**

**Employer:** Centre for Policy Research

**Location:** Delhi

**Assignment type:** Full time

**Salary:** Commensurate with qualifications and experience

**About Centre for Policy Research**

Centre for Policy Research (CPR) is India's leading public policy think tank. CPR is a non-profit, non-partisan independent institution dedicated to research that contributes to the production of high-quality scholarship, better policies, and a more robust public discourse about the structures and processes that shape life in India.

**About the Project**

India performs well below the potential of its people in diverse international talent competitions. Whether it be the Olympic Games or best-selling painters and sculptors or the Math Olympiad or song and dance competitions, the weight of India's 1.3 billion, one-fifth of humanity, is far from obvious. Research shows the existence of a wide-scale disconnection between talent and opportunity. Not just in India but in many other countries this is a neglected task of development. Social mobility is low in India principally because talented young people in situations of economic and social disadvantage lack adequate preparation and viable opportunities. Low social mobility going together with rising inequality puts a damper on future growth prospects while fraying the fabric of society.

This project will take up three sets of activities, intended to examine and critique, but also to shape and widen, the policy-oriented discourse on social mobility. In partnership with government agencies, the private sector, non-profits, foundations, think tanks, and interested individuals, the initiative would be built around three parts;

Part 1 brings together the best available academic knowledge, helps motivate new research, and brings researchers into conversations with one another and with practitioners (next point) and policymakers.

Part 2 learns from the practical experiences of 40-plus social mobility promoting organizations identified so far in the country plus others to be identified as the initiative moves forward.

Part 3 will develop new practical demonstrations of the need and the potential in collaboration with suitable partner institutions (e.g., a painting or athletics competition among children of a remote rural district that "discovers" highly talented children whose further professional development is supported by specified partners). New templates for action and for policy development will emerge after field testing.

## About the Role

The Research Associate will closely work with the Initiative Head and support him with the overall effort in the Initiative's work

### *Key Responsibilities*

- Compiling, curating, and analytically cataloguing the available research on social mobility in India (and other developing countries), including academic work from different disciplines, as well as “gray” literature – sourced from NGO and foundation reports, news items, etc. (I have a co-edited volume coming out shortly, which does some of this work, so the RA won't be starting from zero.)
- Keeping tabs on ongoing research as well as on practical initiatives that cast a light on important questions related to social mobility
- To visualize and effect the connections between this research and that going on in other parts of CPR
- Helping develop short research reports and policy briefs
- Helping identify important knowledge gaps and helping one or more calls for action-research proposals

## Background and Qualifications

### Education

- Masters or above in any discipline with the ability and interest to appreciate good work across disciplines; demonstrated good organizational skills and writing ability.
- Familiarity with qualitative and quantitative research, policy analysis and statistical analysis packages (e.g. SPSS, Stata, R)

### Work Experience

- Previous experience in development research or work in a similar sector is strongly preferred

### Key Competencies

- Excellent writing skills
- The successful candidate will be resourceful, detail-oriented and have excellent organizational skills with demonstrated ability to multitask and meet deadlines.
- Flexibility of being staffed on a research project within CPR, that is outside the domain expertise

## How to apply?

Interested candidates should send their CVs and a Cover Letter in PDF format only to [jobs@cprindia.org](mailto:jobs@cprindia.org). The filename for the CV should be in the following format: lastname\_cv.pdf (everything in lower case). Please make the subject of the email “**Research Associate- Social Mobility Initiative.**”

The deadline for applying is 31<sup>st</sup> Dec 2021. Only shortlisted candidates will be contacted for the next round.