

TERMS OF REFERENCE (TOR) FOR RESEARCH ASSOCIATE

1. BACKGROUND

The Institute for Governance, Development, Migration & Mobilities (IGDMM) is a policy think tank and humanitarian implementation platform operating at the intersection of research and action. With a dual presence in The Gambia and Switzerland, we are dedicated to strengthening humanitarian response systems, improving migration governance, and building resilient communities. Our work serves as a blueprint for human-centered migration across the Africa-Europe corridor, ensuring that mobility becomes a source of development rather than a byproduct of despair.

The Gambia faces escalating humanitarian pressures driven by economic exclusion, climate shocks, and unsafe migration pathways. With youth unemployment at critical levels, thousands of young Gambians undertake hazardous journeys annually. Meanwhile, increasing deportations and irregular migration returns strain limited national capacities. Vulnerable youth, women, and returnees often lack adequate psychosocial support and livelihood protection needed to break the cycle of exploitation and repeated irregular migration.

IGDMM exists to bridge the gap between global policy and human dignity, by providing a strategic roadmap for governments and development partners to respond to complex migration challenges while supporting vulnerable populations with sustainable opportunities and stronger protection systems.

2. PURPOSE:

The Institute for Governance, Development, Migration and Mobilities (IGDMM) seeks to recruit a dynamic and highly motivated **Research Associate** to support the Institute's research, policy analysis, advocacy, and program development activities. The successful candidate will contribute to high-quality research projects focusing on governance, democracy, migration, mobility, development policy, peacebuilding, social justice, and international affairs.

3. KEY RESPONSIBILITIES:

- Conduct qualitative and quantitative research on issues related to governance, migration, development, public policy, and mobility.
- Assist in designing research methodologies, surveys, interview guides, and policy frameworks.

- Assist in collecting, analyzing, and interpreting data for reports, policy briefs, and academic publications.
- Support in the drafting of policy recommendations and advocacy materials.
- Monitor global and regional trends related to governance, migration, development, and international affairs.
- Collaborate with researchers, government institutions, civil society organizations, and development partners.
- Carry out any other tasks assigned by the Director of Research.

4. REQUIRED QUALIFICATIONS

a. Academic Qualifications

- Bachelor's degree in Social Sciences, International Relations, Public Policy, Law, Development Studies, Migration Studies or other related fields.

b. Competencies

- Excellent communication and interpersonal skills
- Strong research, analytical, and writing skills.
- Proven ability to work independently and within a multidisciplinary team, and stakeholders.
- Ability to deliver high-quality reports.

c. Language & others skills

- Fluency in English, with strong written and verbal communication skills is required.
- Proficiency in computer skills, including Microsoft Office, Google Workspace, and research/data tools is required.

5. DURATION OF THE WORK

The appointment is for 4 years and it is part-time.

6. LOGISTICS & REPORTING LINE

The successful applicant will work on hybrid basis, both remotely and on-site at our office space at Hendon Court, Senegambia, for the duration of the appointment. The successful applicant will work closely with the Research Directorate and will report directly to the Director of Research.

Interested individuals are to submit two documents, a cover letter and an updated CV/Resume to info@igdmm.org no later than 15 June 2026.

Interested individuals are encouraged to read about IGDMM on the IGDMM website available for download here: <https://igdmm.org/about/>