



Program Associate

GRID Impact is seeking a Program Associate for part-time and/or contract work. The Associate will support all of the organization's behavioral research and design work by working closely with our Principal Researchers and Designers. Depending on need, availability, experience and your interest, this engagement could be multiple things: a part-time consulting gig, a graduate school-year part-time job, project-based work or something else we come up with. We are looking for great people and are less interested in requiring you to fit into a specific role before we've gotten to know you.

GRID Impact

GRID Impact is a global research, innovation and design social enterprise collective that specializes in behavioral and human-centered approaches to complex social and economic challenges. Our hybrid methodology uses insights from applied behavioral science to enhance the innovative, adaptive and creative discipline of human centered design. GRID Impact is considered a leader in innovative, customer-centered product and service design and has pioneered the adaptation of human centered design and behavioral science to the Base of the Pyramid. To date, our work has focused on challenges in areas such as financial inclusion, global health, water and sanitation, alternative energy, agriculture and education.

The GRID Impact model allows independent consultants who specialize in a variety of domains and technical areas to come together as interdisciplinary teams for social change. Member consultants are able to continue working independently but also have the opportunity to join GRID Impact project teams for specific engagements. This flexible and adaptable model allows GRID Impact to offer its partners hand-selected teams and tailored solutions.

What are we looking for?

We are growing. We have new projects, new clients, new ambitions and new engagement models. We are working in new domains, in new countries, and with new partners. We are great at some things. There is a lot of room for improvement in other areas. The opportunities we are presented with are changing and we want to be adaptive and responsive to the kinds of creative, rigorous work we are being asked to do. We want to make sure we are giving our partners and clients the very best talent in the design for social impact space.

As some of you know, we're a non-traditional organization who approaches just about everything in a non-traditional way. We are not posting a traditional job description. We want to meet new, talented researchers, designers, and makers interested in contributing to the impact design space.

Is this for you?

You are passionate about social impact and using creative methods to develop sustainable solutions. You have studied and/or worked in design thinking, human centered design, or behavioral economics. Bonus points if you know about digital financial services, microfinance



and financial inclusion, or global health and sanitation, where a lot of our work falls. You bring energy and creativity to everything you do.

You fit into one of three buckets:

- 1) You love design and are frequently experimenting with new and creative ways to express things through design. You have experience with Adobe Illustrator, InDesign and/or Photoshop. You can make pretty presentations that communicate clearly. You know what Ask, Watch, Learn, Try means and how to apply it. You love Post-It notes, sharpies, empathy maps and storyboarding. You are a maker.
- 2) You read behavioral science literature (Kahneman, Thaler, etc.). You know what an RCT is and want to learn how to design one – and maybe you already have! You love working in Excel and thinking about data. You get lost reading journal articles and often think about applying research insights to the real world. You wonder why people do the things they do and want to find ways to “improve” human behaviors.
- 3) You haven’t studied or worked with design or behavioral methodologies but you’re *really* passionate about social impact and consulting. You want to support other organizations and social enterprises and non-profits in doing their work better. You want to make sure projects are managed well. Maybe you’re interested in digital financial services or family planning or innovative toilet structures. You’re more of an international development generalist with multiple skills and talents that could support social impact design projects.

GRID Impact is looking for team members who want to learn and make a big impact but who can also roll up their metaphorical sleeves and execute important components of projects for clients. We want to set expectations clearly: we are biased towards team members who “do” and want to create. We can promise lots of opportunities for learning and exposure to new topics and issues, but we are a relatively small team where everyone needs to pitch in on all things.

We are looking for someone/people to help with a number of upcoming projects. A sample of possible activities includes:

- 1) Conduct a literature review of relevant research and programs, including the psychology underlying financial behaviors in Base of the Pyramid (BoP) markets in Asia and Africa
- 2) Create behavioral design research tools to be used in the field with end-users
- 3) Help develop materials and activities for training workshops on design thinking, human centered design and/or behavioral economics methodologies and principles
- 4) Develop content for and help build our new website and communications materials; maybe even manage our social media channels?
- 5) Prepare infographics on topics such as financial inclusion, small-scale agriculture, clean energy solutions, and global health
- 6) Contribute ideas and content to project proposals

The Musts

You are passionate about social impact and using creative approaches to develop sustainable solutions. You have at least three years of professional and related experience. You bring energy and creativity to everything you do. You don’t mind long flights in Economy Class. You can travel internationally 25 – 50% of the time. You produce excellent work and expect others to as well.



You love working with other people and are good at it. Working remotely doesn't scare or bother you; in fact, you appreciate the novelty of a remote team. You're compelling and articulate; you are able to explain complex concepts in simple ways and help others come along for the ride. You're organized, efficient, and discerning. You have experience consulting with clients across different industries and domains and the ability to lead client meetings and presentations.

You have worked on a project in **financial inclusion** (think mobile money / digital finance, microfinance, CGAP, GSMA, etc.), **agriculture** (think smallholder farmers, small-scale technologies, iDE, One Acre Fund, MyAgro, etc.), **health** (think maternal health and family planning, PSI, Path, etc.), **alternative energy** (think solar, pay-as-you-go, Off Grid Electric, d.Light, etc.), or **education** (think Bridges Academy, financing for education in developing economies, etc.).

You are:

- 1) self-driven and resourceful
- 2) able to execute work independently
- 3) have a strong attention to detail and believe the details matter
- 4) are creative and analytical; you like to think but have a bias towards "doing"
- 5) want to be involved in the creation of something new
- 6) have a strong passion for social impact work and believe in the "greater good"

Location:

We are a remote team and totally open to a remote teammate. That being said, if you happen to live/work in Colorado, bonus points! That just means we'll get to hang out in person.

Application process:

Please email the following materials to info@gridimpact.org with "Associate Application" in the subject line **by December 7th**:

- 1) A short but compelling cover email explaining why you are interested in getting involved and what you think your best assets are. Please indicate what type of engagement you'd prefer (if any) at this stage: internship, part-time contract work, full time contract work, other.
- 2) A portfolio of your work. This could mean your resume/CV plus a paper you wrote or a website you use to showcase your design work or a link to your LinkedIn profile. We are curious to learn how you think, what experiences you've had, how you display your creativity or analytical nature. Please send whatever combination of materials you think would help us understand you and the skills you can bring to GRID Impact and can be reviewed in less than 10 minutes.

Don't overthink this! Be yourself and send whatever you think conveys your work quality.

We may not be able to reply to every email we receive, and we apologize in advance. If we're interested in learning more, we'll send you an email and let you know what the next steps are.

We can't wait to hear from you!