



## The World's Essential Technologies In Every Local Shop

### Job Description – Research Associate

#### Overview

---

**Title:** Research Associate

**Job Type:** Full Time

**Job Location:** Bangalore, India, with travel to Essmart's regional offices and new regions

**Job Start Date:** February to March 2019

**Working Days:** Monday through Friday (with some weekends when visiting regional offices)

#### About Essmart

---

Essmart is a last-mile distribution company that connects 100+ socially impactful, life-improving products (such as solar lanterns, clean cooking appliances, and efficient agricultural tools) to local family-owned retail shops in southern India.

Essmart has seven offices in southern India (located mostly in Tier 3 cities), has a team of over 35 people, and works with a network of 650+ local shops. We distribute products that improve the incomes of local shop owners and have collectively improved the lives of over 175,000 end users.

#### Job Description

---

##### Overview of Role

The Research Associate is a member of Essmart's management team, based in Bangalore.

Essmart works on a number of research projects, including testing new life-improving products in our market and researching the effectiveness of various marketing strategies on end user adoption. As Research Associate, you will help Essmart write proposals for research projects, analyze the data and results, and write both internal and external reports.

##### Responsibilities

As Research Associate, you will likely manage multiple projects at the same time. You will work on research projects in the following categories:

1. Conducting market research for suppliers designing new life-improving products
2. Running experiments to test the effectiveness of marketing and operational strategies for improving end user uptake and adoption of life-improving products
3. Future research projects to be determined

Your responsibilities will include:

- Writing proposals for research projects, either for specific clients or as part of grant applications



- Assisting with planning and designing the projects, including time management, resources required, and deadlines
- Monitoring the project execution and data collection
- Analyzing the data and results of the project
- Writing up any required internal or external reports

As a member of our Bangalore team, you will also be responsible for providing leadership and role modeling Essmart's values across the company.

### Qualifications

You are an expert at designing research experiments, analyzing results, and writing clear and concise reports. You enjoy working on a range of diverse projects.

You are meticulous and do not let deadlines or emails slip past you. You like diving into the details of your research and articulating the project and results in a clear, visually appealing form. You follow an HTS philosophy, "Handle Thy Shit" – you will work at a problem on your own to figure it out, but you are not afraid to ask for help when you need it.

You communicate well and often to your teammates, and you are adept at incorporating feedback from both senior management and junior staff into your work. You provide constructive feedback to your teammates on their work.

You are passionate about Essmart's mission of filling the critical distribution gap and connecting life-improving products to local retail shops.

Other requirements include:

- Strong report writing skills, including presenting findings in a clear, concise manner
- Strong data analysis skills
- Track record of managing research projects in a timely manner
- Detail oriented and data driven
- Self-driven and capable of working autonomously in a fast-paced start-up environment
- Extremely comfortable in MS Word, Excel, Powerpoint
- Proficiency in the Adobe Suite (Illustrator, InDesign) or willingness to learn is desirable
- Fluent in written and spoken English
- Knowledge of Tamil and/or Kannada is a bonus

### What you can expect

---

Essmart will provide:

- The opportunity to work alongside a high profile and successful international team
- The opportunity to grow and shape your own role within the company
- The opportunity to work with high profile international partners



- Travel throughout rural India

Essmart promises to:

- Encourage you to explore new areas of interest and grow your personal skill set
- Support you in developing new skills
- Helping you push your comfort zone where desired
- Be responsive to your feedback and advice, and share responsibility when appropriate

All new Essmart employees start on a trial-basis, to give us both the opportunity to work together and find the best fit for growing together in the future. The trial period is not an exam, but an opportunity to find your role in Essmart. For example, in the past we have transitioned great hires into roles that are more appropriate for them based on their skills and desires.

## How to apply

---

To apply, please send the following to [iwanttowork@essmart-global.com](mailto:iwanttowork@essmart-global.com) with the subject “Project Manager”:

- A letter expressing why you are interested in the position and any relevant experience you will bring to the position
- Your CV