



## **JOB DESCRIPTION: R&D ASSOCIATE**

**Company:** EarthEnable  
**Reports to:** R&D Manager  
**Location:** Jinja, Uganda – with significant time in rural villages  
**Compensation:** Starts modest, commensurate with experience, with significant performance-based raises

### **Who We Are**

At EarthEnable, we believe that our clients deserve our very best, that morning high-fives are the best way to start the day, and that the best ideas can come from any part of the company. We celebrate each other's wins, learn from our setbacks, and are deeply proud of the impact we make every day. We believe that a clean, dust-free floor means more than living in a healthy home. It means pride and dignity in the place our customers most treasure: their homes. Being a part of our team means more than building floors: it means building an organization and building a better future for rural families.

### **What We Do**

EarthEnable is transforming the way people live, by making homes healthier for families across rural Rwanda and Uganda. 80% of Rwandans and Ugandans live in homes with dirt floors which are dusty, unsanitary, and fertile breeding grounds for parasites and germs. While replacing a dirt floor with concrete has significant health benefits (e.g. reducing diarrhea by 50% and parasitic infections by 80%), concrete is unaffordable for many who need it.

EarthEnable addresses this pressing and ubiquitous problem by selling high-quality, earthen floors that are 80% cheaper than concrete with 90% less embedded energy. Earthen floors are prevalent in modern homes in the United States and are composed of natural materials (gravel, clay, sand, and laterite). EarthEnable trains and hires local masons to install the floors which are sealed using a proprietary drying oil that makes them waterproof, strong, and polished.

### **About the Role**



The Research and Development Associate will lead all R&D activities in Uganda for EarthEnable. We are seeking someone who has advanced knowledge in soil science/engineering to lead research efforts to improve our product, and thus to improve the health and livelihoods of rural communities. He or she will be primarily focusing on below key tasks:

#### Data Collection and Analysis

- Visit construction sites to collect data on material used, site characteristics, and mason construction techniques
- Document floor issues and progress (cracks, dents, drying time, etc.) Gather any additional necessary information to inform your research agenda
- Analyze data to identify trends and learnings about what drives floor issues

#### Design and Implement Experiments

- Design experiments and develop detailed protocols
- Document findings of experiments in a detailed and organized database
- Work closely with construction department to implement changes to construction process based on your findings and support them in trainings

#### Collaboration with R&D team

- Collaborate with other R&D teammates to exchange knowledge and avoid recreation of the wheel in experimentation
- Acts as a bridge to link R&D team in Rwanda with EarthEnable Uganda's operations to learn about and understand their new innovations and challenges

#### Qualifications

- Field knowledge in engineering, soil science, construction or applied science (diploma or bachelors degree preferred)
- Understanding of R&D processes like protocol development or planning experiments, e.g. through previous experience or education
- Excellent attention to detail
- Commitment to excellence and outstanding work ethic
- Ability to be creative, strategic, analytical, and think outside the box to solve problems



- Flexible and adaptable to changing environments; thrives in a bootstrapped culture
- Optimistic attitude, curiosity to learn new things
- Humble and patient team-player with a sense of humor
- Strong technology skills (e.g., Word, Excel, Salesforce, Google Docs, and Dropbox).