



JOB DESCRIPTION: R&D OFFICER

Company: EarthEnable

Reports to: R&D Manager

Location: Nyamata, Bugesera – 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 officer will play a significant role in the implementation of research agenda. 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.

KEY RESPONSIBILITIES

He or she will be primarily focusing on below key tasks:

Collaboration with District Team

- Visit districts to collect data and understand their needs, innovation, challenges to inform R&D research agenda
- Help district teams to develop protocol of experiments and oversee execution to ensure they are being done accordingly and all learning is documented and shared to other districts.
- Meet with clients and analyze other sources of feedback and data to identify product failure, and product improvement

Design and Implement Experiments

- Design experiments and develop detailed protocols
- Execute and document findings of experiments in a detailed and organized database
- In case of unsuccessful experiments, document reasons for failure

Dissemination of New Ideas

- Disseminate successful experiment to implementation, establish a strong partnership with Quality Assurance, Construction and other relevant departments to ensure full integration of new innovation
- Work with construction team to ensure any new learning or feedback from field during dissemination, is proceeded into tasks in R&D work stream



REQUIRED QUALIFICATIONS

The following requirements are to be fulfilled by the person who shall take on this role:

- Field knowledge in engineering, soil science, construction or applied science (diploma or bachelor's degree preferred)
- Understanding of R&D processes like protocol development or planning experiments, e.g. through previous experience or education
- Excellent attention to detail
- Hard working and committed to do whatever it takes to get work done
- Curiosity driven
- 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).

DEADLINE

Applications will be received till the 29th of February, 2020

NOTE: Women candidates are strongly encouraged to apply