

# ASSOCIATE DIRECTOR, INSIGHTS AND STRATEGY

**Reports to:** Senior Director, Insights & Strategy

**Location:** Singapore

**Experience:** Proven capabilities in research, evaluation, strategy, or related roles, with team or project leader experience

## ABOUT THE MAJORITY TRUST

The Majority Trust (Majority) is a philanthropic organisation that works with donors, social impact partners, and communities to build a thriving Singapore for all. We strive to bridge the gaps in our community that need attention.

We believe in tackling the less-talked-about and often thornier issues by collaborating with our donors and partners. We value the power of the collective. We are constantly engaging with people who are driven to make a real difference in the social sector. This means being open and being willing to look at issues differently.

Learn more at [www.majority.sg](http://www.majority.sg).

## ABOUT OUR INSIGHTS & STRATEGY TEAM (I&S)

The Insights and Strategy (I&S) team drives Majority's research, evaluation, and strategic work across our core focus areas.

We translate insights into action by shaping fund strategies, conducting research studies, building sectoral capability, developing partnerships, and amplifying our learning. The team plays a key role in helping Majority and our partners make evidence-informed decisions that deliver real-world impact.

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## POSITION SUMMARY

The Associate Director will play a critical leadership role in shaping and delivering I&S's portfolio of work across five pillars: **Strategic Fund Support, Research Studies, Business Development and Partnerships, Capability Building, and Engagement and Amplification.**

You will be responsible for managing small, a high-performing team, overseeing complex projects, and driving collaboration across internal and external stakeholders.

This role is ideal for a strategic thinker with deep research and evaluation experience, strong project and people management skills, and a passion for advancing social impact through evidence and collaboration. Someone who can maintain a strategic overview and is prepared to roll up their sleeves and get into the weeds of issues would succeed in the role. This is a newly created position, reflecting the growing needs of our team and organisation and reports to the Senior Director, Insights and Strategy.

## KEY RESPONSIBILITIES

### 1. Strategic Fund Support

- Oversee the design and delivery of Monitoring, Evaluation, and Learning (MEL) frameworks for Majurity's strategic funds.
- Guide the team in translating impact data into actionable insights for internal decision-making and donor reporting.
- Ensure high standards in fund-level impact reporting and advise philanthropy colleagues on integrating outcomes into grantmaking.

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## KEY RESPONSIBILITIES

### 2. Research Studies

- Lead a diverse research portfolio that affects our fund strategy and broader work.
- Work closely with research partners to deliver quality research projects.
- Work with Senior Director and Research Fellow to ensure research quality through robust methodologies, ethical standards, and clear deliverables.
- Provide thought leadership and share insights and knowledge with grantee partners, donors and sector partners.

### 3. Business Development and Partnerships

- Cultivate strategic relationships with funders, research institutions, corporates, and social sector actors to grow Majority's research and insights pipeline.
- Work with Senior Director to contribute to proposal and concept note development.

### 4. Capability Building

- Oversee training programmes, workshops, and MEL clinics for grantee partners and internal teams.
- Work with Senior Director and Research Fellow to develop curriculum and refine toolkits and resources to enhance sectoral understanding of MEL approaches.

### 5. Engagement and Amplification

- Ensure research insights are effectively communicated to different audiences through tailored channels and formats.
- Support Majority's visibility as a leader in impact measurement, philanthropic strategy, and applied research.

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## TEAM AND PROJECT MANAGEMENT

- Support team members' professional development and create structures for peer learning and mentoring.
- Provide day-to-day supervision, coaching, and support to a multidisciplinary team.
- Foster a collaborative and high-performance team culture grounded in Majority's values and commitment to impact.
- Oversee project pipelines, timelines, budgets, and deliverables across the five pillars.

## DESIRED QUALIFICATIONS AND KEY SKILLS

The following key skills will help a candidate succeed in this role:

- Proven track record in research, strategy, evaluation, philanthropy, or social impact sectors. At least 7-10 years experience in similar roles is a good benchmark.
- Experience leading teams and / or managing complex, multi-stakeholder projects. At least 3-5 years in a team lead / project lead role is a good benchmark.
- Strong proficiency in both qualitative and quantitative research methods.
- Exceptional communication and stakeholder engagement skills.
- Additional experience in coaching, facilitation, and capability development preferred.
- Familiarity with Singapore's social sector landscape is a strong advantage.

If you are interested and believe you have what it takes to excel in this position, we would like to hear from you! Tell us why you feel you have what it takes to thrive in this role!

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## APPLICATION INSTRUCTIONS

To apply, please send your CV, cover letter, and a sample of relevant work (e.g., research or strategy paper) to [cherylchung@majurity.sg](mailto:cherylchung@majurity.sg)

Please indicate Associate Director, Insights and Strategy in the subject line.  
Applications will be accepted on a rolling basis till Friday, 20 June 2025.]