### JOB OVERVIEW

<table>
<thead>
<tr>
<th>POST TITLE</th>
<th>Evidence, Impact and Learning Manager</th>
</tr>
</thead>
<tbody>
<tr>
<td>HOURS OF WORK</td>
<td>Full time</td>
</tr>
<tr>
<td>PERIOD OF APPOINTMENT</td>
<td>Initially one year, from June 2020</td>
</tr>
<tr>
<td>LOCATION</td>
<td>London or Accra (other countries in sub-Saharan Africa considered)</td>
</tr>
<tr>
<td>TRAVEL</td>
<td>25%</td>
</tr>
<tr>
<td>REPORTING TO</td>
<td>Head of Research and Insight</td>
</tr>
<tr>
<td>DIRECT REPORTS</td>
<td>None</td>
</tr>
</tbody>
</table>

### ABOUT ESSA

ESSA’s vision is to transform education: increasing employment for young people in sub-Saharan Africa.

We bring together a network of young people, educators and decision makers. Together they use evidence to improve the tertiary education system, equipping millions of young people in sub-Saharan Africa with the skills for work.

Our team is small but driven, working remotely in sub-Saharan Africa and Europe. To find out more about our work, visit our website essa-africa.org.

### ROLE PURPOSE

The Evidence, Impact and Learning (EIL) Manager is an exciting new position within the ESSA team, driving our commitment to evidence-based practice and understanding our impact. The successful candidate will drive a learning culture within ESSA, using evidence from our own programmes and other sources to improve our impact. They will support the development of new projects, collection of impact data during projects and collation and implementation of lessons learned. The EMEEL Manager will also provide research to ongoing projects, using their expertise in understanding and translating academic research.

### MAIN RESPONSIBILITIES

- Provide thought leadership on developing and implement monitoring, evaluation and learning systems and processes that meaningfully grasp programme outputs and outcomes.
- Continue the development of ESSA’s overall theory of change and the theories of change for individual workstreams.
- Build ESSA’s knowledge on the evidence underpinning its theory of change and identify priority areas for further research.
- Drive a learning culture within ESSA.
- Contribute to the production of evidence-based funding proposals.
- Ensure that each work stream has a plan for assessing its impact and support the team to implement the plan.
- Collaborate with teams across ESSA and within partner organisations.
- Conduct primary/secondary quantitative and qualitative data analysis.
- Provide reports to donors.

### PERSON SPECIFICATION

**ESSENTIAL**

- Significant (5 years) experience of using evidence-based learning to improve project implementation and design, and inform strategy.
- Significant experience of developing and testing theories of change.
● Strong analytical and research skills, including the ability to process large amounts of information, extract critical analysis and distribute it appropriately.
● Demonstrated ability to translate academic research for a non-specialist audience.
● Excellent communication skills, to diplomatically engage with a range of stakeholders on key activities, while still meeting tight deadlines.
● Practical experience in the field of international development.
● Passionate about the role of education in development.
● Trained to Masters-level in a relevant subject e.g. international development, economics, education or other social science.
● Experience working with research institutions and on proposals for institutional donors
● Experience of working in the non-profit sector.
● Most importantly as a representative of ESSA, the person should be a team player with a pleasant disposition and hands-on, the ability to strike conversations and be respectful of diversities. You should be independent, creative, sincere and possess a powerful drive to pursue responsible data management systems.

DESIRABLE
● Previous experience working in the field of international education
● Ability to speak French
● Normally resident in sub-Saharan Africa

HOW TO APPLY
To apply, please submit a cover letter explaining your suitability for the role along with a CV to recruitment@essa-africa.org by 9am GMT on 30th March 2020.

First round interviews will be held weeks commencing April 6th and 13th.