**JOB OVERVIEW**

**POST TITLE**  
Senior Research Evaluation and Impact Manager

**HOURS OF WORK**  
Full time - 35 hours per week

**PERIOD OF APPOINTMENT**  
Permanent

**LOCATION**  
Uganda, Kenya, Ghana (other countries in sub-Saharan Africa considered)

**TRAVEL**  
10-20%

**REPORTING TO**  
Director of Research and Programmes

**DIRECT REPORTS**  
Monitoring, Evaluation and Learning Assistant; Research and Evaluation Manager (to be recruited)

**SALARY**  
Competitive - dependent on experience

---

**ABOUT ESSA**

Education Sub-Saharan Africa (ESSA)'s vision is high-quality education that equips millions of young people in sub-Saharan Africa with the skills they need for work, enables them to achieve their ambitions, and strengthens society. Therefore, we bring together a network of young people, educators, funders, and policymakers and provide them with data and evidence to make good decisions and change the system. This is an exciting opportunity to join a small but passionate and driven team based in Africa and Europe, to play a key role in advancing our work, impact, and partnerships in sub-Saharan Africa and beyond.

ESSA’s values are at the heart of everything we do, and they are:

- **Evidence-driven**: We are driven by data and evidence to find what works best, building an evidence alliance for education in sub-Saharan Africa.
- **Solutions-focused**: We seek the highest impact for young people and educators in sub-Saharan Africa with the cost-effective funds we invest.
- **Strengthening Trust**: We strive to create supportive environments, building trust with the communities we work with.
- **Always learning**: Everyone’s opinion is valuable; we develop solutions through teamwork.

To find out more about ESSA, visit [essa-africa.org](http://essa-africa.org).

---

**ABOUT THE ROLE**

The Senior Research Evaluation and Impact (SRE&I) Manager is a vital member of the ESSA team. (S)he will be responsible for leading on ESSA’s commitment to understanding the impact of our work, to ensure that evidence improves education policy and practice in Africa. As the SRE&I Manager, you will promote a learning culture within ESSA, using evidence from our own programmes and other sources to improve our impact. You will oversee the Monitoring, Evaluation and Learning (MEL) team’s input into the collection of impact data during project implementation and post-completion. The post-holder will also ensure the generation of evidence for fundraising and reporting, as well as the compilation and application of lessons learned.

Furthermore, the SRE&I Manager will support research projects/programmes at ESSA. The post-holder will use his/her expertise in academic research, and in-depth understanding of ESSA’s vision, mission, and values to contribute to the planning, design, and implementation of research projects, ensuring that each project has a strong Theory of Change (ToC) that is backed by evidence.

We are looking for a strategic thinker who enjoys working across a broad portfolio, across the project lifecycle and is excited by the challenge of understanding the impact of research, communications, and advocacy.
RESPONSIBILITIES INCLUDE:

- Oversee the development and implementation of MEL systems and processes that capture project-, programme- and organisational-level key performance indicators, and our measurable outputs, outcomes, and impact on research and policy.
- Be responsible for planning and scheduling MEL tasks, as well as the review and refinement of ESSA’s ToC at all levels, to ensure that they are fit for purpose and reflect any changing contexts.
- Oversee the MEL team in collecting, analysing, and interpreting data and trends, and feedback regularly to the organisation and its partners (e.g., via communication monitoring reports, quarterly MEL analysis, staff surveys, project/annual reports, etc.).
- Ensure that the MEL team engages with others across ESSA to utilise lessons learned from our project and programme evaluations to influence future project selection, design, fundraising, inception and implementation.
- Oversee the MEL team’s contributions to the production of evidence-based funding proposals and ensure that robust MEL plans and ToCs are included in the design of new projects. Provide coaching and mentoring to the direct repartees as needed.
- Provide management and research support for projects on a flexible basis, to enable the research team to cope effectively with unexpected delays and/or opportunities. Liaise with and support other (senior) research/project managers and ESSA’s partners as needed, to ensure that ESSA’s work is delivered on time, to quality expectations, and within budget.
- Collaborate with teams across ESSA and in partner organisations to achieve ESSA’s vision and mission.
- Undertake other tasks as may be required at ESSA (e.g., attending project and/or stakeholder events that may take place virtually or in-person), commensurate with experience.

PERSON SPECIFICATION

ESSENTIAL

- Trained to master’s degree level in education or a relevant subject such as international development or other social science.
- At least five years of professional experience using evidence-based learning to improve the research life cycle for impact.
- Practical experience in understanding the impact of research on policy and/or practice.
- Passionate about the role of education in development.
- A strategic-minded, imaginative, and innovative thinker who can see the bigger picture and envision how multiple projects can come together to achieve impact on research and policy in education.
- Experience in overseeing and training a team to develop best practices in the generation, measurement, and use of qualitative and quantitative evidence, as well as the verification of the impact of such evidence.
- Strong analytical skills – capable of overseeing the processing of large amounts of information, followed by critical analysis and generation of relevant insights.
- Excellent communication skills: can engage with education stakeholders and explain research findings to a non-specialist.
- Proactive, creative, and collaborative problem-solver who is confident about taking initiative and meeting tight deadlines.
- Self-motivated with strong interpersonal, organisational, facilitation, project/people/stakeholder management skills.
- An independent worker but also a team player; able to thrive in an internationally dispersed team; respectful of diversity and can demonstrate commitment to ESSA’s values.
- Computer literate, able to use Microsoft Office suite to prepare logical, coherent, and consistent documents. (S)he should be capable of developing and/or using information databases and be keen to pursue responsible data management and storage.

DESIRABLE

- Educated to PhD level in a relevant discipline (see above).
- Experience of working in a cross-functional team, or with a large employer of youth in Africa.
- French speaking.

EQUALITY & DIVERSITY

The importance of equality, diversity, and inclusion (EDI) underpins our mission and values at ESSA. We prioritise inclusion and celebrate the breadth of knowledge and experience working across different cultures brings to the organisation.

EDI at ESSA is embodied in the current composition of our Board of Trustees and our workforce, which strongly reflects the communities we work in, and we actively encourage applications from people of all backgrounds and cultures.

HOW TO APPLY

To apply please complete the form by clicking on this link. Please ensure that your CV and cover letter are saved using your given name and surname. For example, Firstname.Surname – CV

The closing date for applications is Monday, 28th August at 0900hrs GMT.
First round interviews will be conducted virtually in the week commencing 4th September.
Unfortunately, we do not have the capacity to respond to all applications received. We can assure you that your application will be thoroughly reviewed against the person specification above, but we are a small team and if you do not hear from us, it means your application has not been taken to the next stage of the recruitment process this time. We would like to thank you in advance for your time and interest in ESSA. Please do keep an eye on our social media channels for future opportunities.