

13 April 2023



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Approved by
MOL
13/04/2023

Save the Children

Job Advertisement

Save the Children is an international non-governmental organization that works for a future of children, their families and communities realize social equity and dignity; have access to their basic physical, emotional and development needs.

SCI is seeking to recruit: -

Job Title: Research and Learning Specialist

Location: Juba Office

Reports to: Head of MEAL

Contract Period: 1 Year

SCOPE OF ROLE:

Save the Children in South Sudan aspires to advance its research, evidence and learning ambition and transform into a learning organization. The Research and Learning Specialist will possess required expertise to drive this aspiration and ambition. In collaboration/under the guidance of the Head of MEAL, he/she will maximize strategic evidence generation and utilisation. He/She will lead in developing strategic partnerships with national and international research stakeholders such as local and international research organization and institutions. The candidate will provide technical leadership in research, learning and evidence generation as per an overarching learning agenda, and ensuring evidence is used for learning, advocacy and communication, new business development and fundraising. The candidate will work on exchanging best research/evaluation and analysis of monitoring data to inform learning and course correction best practices within the CO.

Reports to: Head of MEAL

Staff reporting to this post: *Survey Manager*

Budget Responsibilities: None but will manage research and evaluation budgets in CO's portfolio



KEY AREAS OF ACCOUNTABILITY :

Strategic research and evidence generation

- Lead in identifying strategic opportunities for key pieces of research to address strategic evidence and knowledge gaps and to strengthen country thematic programs and advocacy activities through implementation of the Learning Agenda.
- Coordinate broad research and evaluation initiatives linked to strategic priorities to generate evidence and knowledge, ensure their uptake into policy domain, development discourse and new project/program design.
- Guide the evidence generation and its translation into knowledge on thematic/sectoral learning on trends, opportunities, risks etc. and communicate programmatic learning to the wider Country Office team, implementing partners and local authorities.
- Work with PDQ Director to develop a culture of learning that is driven by the Country Strategic Plan (CSP), Program results frameworks, thematic/sector learning agendas whilst encouraging space for innovation and pioneering project design based on evidence and research
- Support Country Office to ensure the Theory of Change is at the centre of building and utilising learning and evidence to inform innovations, scale up interventions, partnership, quality and advocacy.
- Coordinate update of Global Assessment and Evaluation Tracker and ensure adoption of a strategic approach to baseline and evaluation studies to guarantee effectiveness and efficiency in measurements.

Managing and coordinating research activities

- Develop and implement quality standards for all quantitative, qualitative, and participatory action research activities in country, including systematic literature and secondary data reviews, meta-analysis, programmatic research, legal and policy analysis, operational research, assessment, baseline and endline data collection and evaluations.
- Determine and implement appropriate research designs, protocol and procedure, methodology, development/ modification of tools, collection and analysis of data, report writing, knowledge translation, and dissemination/utilization plan to meet quality standard and business requirement.
- Lead the research implementation activities, budget management, and coordinate work with field teams, and ensure smooth and efficient day-to-day operation of research and data collection activities, data quality assurance, data management, analysis and report writing and communicating results.
- Ensure all targeted research, evaluation, and assessment include key variables to understand contextual dynamics of resilience, gender, disability, ethnicity, children centred and geographic remoteness.
- Monitor the progress of research activities; develop and maintain records of research activities, and prepare periodic and ad hoc reports, as required by investigators, administrators, funding agencies, and/or regulatory bodies.
- Act as the primary administrative point of contact or principle operational liaison for internal and external, develop and maintain a network of researchers and consultants from university, research institutions/organizations, funding agencies and regulating bodies.
- Ensure inclusion of diverse stakeholders, particularly children and youth in participatory action research, as well as other researches, for example promoting and applying child/youth led research.



Coordination of humanitarian assessments

- Lead and oversight of initial rapid need assessments in the event of a rapid onset emergency
- Support the Humanitarian team on preparedness and the gathering of data for early warning systems.

Evidence based learning and reflection

- Tailor relevant technical research papers, reports, briefs and other publications for different national and international audiences including for journals, periodicals etc.
- Establish engaging forums for reflection, learning and evidence-sharing within the Country, Region and across CO teams. Build a culture of reflection and learning amongst the country office and provincial offices.
- Ensure data is systematically and continuously used to identify gaps, emerging trends, and course correction and implementation decisions are guided by this data (within and across programs/functional areas);
- Conduct robust analysis of data generated through programming and research initiatives in a palatable manner to decision maker, program strategy development and ACCM team.
- Support the relevant Programme and MEAL team to develop an Action Plan based on the evaluation recommendations with clear responsibilities for actions and monitoring
- In collaboration with APAC- Research and Evaluation Unit and researchers, ensure that evidence generation and evaluations are of high quality and produce valid, reliable, and relevant outcomes towards learning objectives.

Capacity building and coordination

- Lead on implementing capacity building strategy of country office/area offices and partner teams to generate and use evidence in program design and project cycle management.
- Identify opportunities to leverage external engagement of research institutions, consultancies, SC Technical Assistance, and the global Analytic Capacity Initiative towards capacity building priorities.
- Maintain the networks and strategic partnerships and accordingly work with research and academic institutions, and think tanks

Knowledge Management

- Support the PDQ unit in establishing and rolling out Country Office knowledge management strategies, with special attention to storing and sharing program experience.
- Champion the use of global and regional Knowledge Management guidelines and platforms.
- Support documentation of the CO program by sharing learnings nationally, at Regional and internal platforms.
- Support thematic Technical Advisors/Specialists in the pro-active collection, analysis, storage and utilization of external evidence and research, including trends and reports, to inform program development and strategic direction of the CO.
- Facilitate the Evaluation Quality Scoring tools for all finalized assessment, baseline survey and evaluation report onto the Global Evaluation and Assessment Repository.



SKILLS AND BEHAVIOURS (SCI Values in Practice)

Accountability:

- Holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values
- Holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved

Ambition:

- Sets ambitious and challenging goals for themselves (and their team), takes responsibility for their own personal development and encourages others to do the same
- Widely shares their personal vision for Save the Children, engages and motivates others
- Future orientated, thinks strategically

Collaboration:

- Builds and maintains effective relationships, with their team, colleagues, members and external partners and supporters
- Values diversity, sees it as a source of competitive strength
- Approachable, good listener, easy to talk to

Creativity:

- Develops and encourages new and innovative solutions
- Willing to take disciplined risks

Integrity:

- Honest, encourages openness and transparency



QUALIFICATIONS

- Master's degree in Economics, Measurement, Evaluation, and Research Methodology, Statistics, Social Research or relevant equivalent, with at least significant coursework in quantitative or qualitative research methods. PhD in Development Economics or other mentioned discipline is preferred.

EXPERIENCE AND SKILLS

Essential

- At least 5 years' experience in social research, impact evaluation studies, leading/overseeing Baselines/Endlines, knowledge management and knowledge translation.
- Experience in more than one of the Save the Children priority sectors: education, child protection, child rights governance, child poverty, health and nutrition
- Previous work experience in South Sudan or similar context or capacity to deliver quality research in low resource areas
- Excellent interpersonal communication and leadership skills
- Passion for evidence-driven development programming and interest in ongoing international research
- Demonstrated excellent skills in designing and carrying out qualitative and quantitative research and using research to inform program design and advocacy, including proven success in ability to present ideas and concepts effectively and persuasively



- Demonstrated experience in developing or overseeing data management solutions, and familiar with technologies in social research.
- Masterful analytical skills, including the ability to distil useful findings from a body of data, relating findings to external factors and context, and unearthing patterns of findings, discerning which are useful, appreciation for the complexities of social research, especially as pertains to deprivations of children's rights.
- Strong quantitative and qualitative analytical skills, including experience using data analytics software such as SPSS, STATA, INVIVO, etc.
- Effective at collaborating and influencing across departments and sectors
- Excellent skills in training, capacity building, coaching, and mentoring
- Excellent research/evaluation project management skills including demonstrated ability to set and manage priorities and multiple tasks, outcomes and deadlines oriented.
- Ability and willingness to dramatically change work practices and hours, and work with incoming teams, in emergencies
- Previous experience working in the field and understanding of South Sudan context.
- Commitment to and understanding of Save the Children's aims, values and principles including rights-based approaches
- Fluency in written and spoken English.
- Significant experience of MEAL approaches
- Significant experience research and quantitative/qualitative study designs

Application Information:

Please attach a copy of your CV and cover letter with your application, and include details of your current remuneration and salary expectations. A copy of the full role profile can be found at ([SCI Career Site Careers \(oraclecloud.com\)](https://www.oraclecloud.com/careers))

We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse.

All employees are expected to carry out their duties in accordance with our global anti-harassment policy.

In case you face any difficulty to access the link, please come to Save the Children International head office Juba Hai Malakal or SCI Field Offices for HR support

Deadline for submitting applications: 2nd, May 2023.

Cc: MoJobadvert@gmail.com; (National Ministry of Labour email Address Juba)

