

### Introduction

At MSI Reproductive Choices, our mission, 'Children by choice, not chance', is at the heart of everything we do. We provide high-quality contraception, safe abortion and post-abortion care services, and work with advocacy to create an enabling environment for safe access for all. All team members must support us in our mission.

We want individuals who believe in our mission and who can clearly describe how and why they feel that what MSI Reproductive Choices does is important. To achieve this, every candidate is given the opportunity to provide their thoughts and opinions on our mission statement in the online application form. We only consider applications from candidates who are aligned with MSI Reproductive Choices mission and vision to eliminate unsafe abortion in the countries where we work.

For this reason, only **fully pro-choice candidates** will be considered for any role within MSI. Please ensure that you read the MSI Reproductive Choices Candidate Pack carefully, prior to applying.

MSI Reproductive Choices is committed to creating an inclusive environment with a workforce which is representative of the communities we serve. We're proud to be an equal opportunities employer and give equal consideration to all qualified applicants without regard to race, ethnicity, religion, gender, gender identity or expression, sexual orientation, national origin, disability, or age. MSI is committed to safeguarding and promoting the welfare of all team members and clients, with a focus on vulnerable groups. MSI committed to compliance with all fair employment practices including citizenship and immigration status.

Please note this role will be subject to full pre-employment background checks which may include, but is not limited to employment references, right to work verification, adverse financial checks, basic criminal record checks and risk database screening checks.

### Key Skills

To perform this role, it is essential that you have the following skills:

- Ability to work in a diverse and inclusive environment, respecting and collaborating with all individuals equally, and with a commitment to overcome bias and prejudice
- Established track record in the measurement and evaluation of international development programmes, with in-country experience desirable
- Demonstrable expertise in managing evaluations and commissioning research – from finding and engaging monitoring & evaluation providers to managing activities and relationships with them
- In-depth understanding of data systems and analytics, study design and implementation, including quantitative and qualitative approaches, sampling, and statistical analysis
- Strong proven background in using a statistical package such as Stata, R or similar software. Experience with GIS and/or BI packages (e.g PowerBI), as well, desirable.

All MSI Reproductive Choices person specifications are subject to a language neutrality test prior to approval and we're always looking for new ways to make our recruitment process as fair and unbiased as we can. If you'd like to provide feedback on MSI Reproductive Choices recruitment process, please do so via email to

[recruitmentinbox@msichoice.org](mailto:recruitmentinbox@msichoice.org)

- Experience in working with big dataset using advanced analytical techniques such Interrupted Time Series and other advanced regression analysis
- Excellent verbal and written communicator with the ability to convey complex concepts in plain English to non-technical audiences and to confidently represent MSI externally, including liaising with donors and building relationships with external partners.
- Ability to rapidly and effectively prioritise tasks and delegate responsibility. Highly comfortable working under budget, time, data constraints and shifting priorities. Ability to run concurrent work streams simultaneously and switch seamlessly between tasks. Able to stick to deadlines and deliver on time and to high standard.

### Key Experience

To perform this role, it is essential that you have the following experience:

- Has experienced in managing a broad range of priorities, planning and organising own and others' time to deliver
- Demonstrable experience of working and influencing at senior levels, especially in the use of evidence to impact policy level decisions
- Experience in supporting capacity building for evidence collection and use, system development, and communication, including of programmatic staff and/or national stakeholders and government ministries desirable

### Formal Education/qualification

- A strong quantitative background, with a master's degree in epidemiology, statistics, demography, economics, social sciences
- Proficiency in French (highly desirable)

### Personal Attributes

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MSI Reproductive Choices is dedicated to equal opportunity for all and recognises that every individual is unique. Whilst we always seek to embrace individual differences and celebrate the diversity of our workforce, we also want to ensure that every team member is suited to their role and that they are given the best opportunity to succeed.

The personal attributes described below have been developed in accordance with the job description and other contextual factors relating to the role and are considered **essential**.

**For this role, we're looking for an individual who is:**

- Committed to the protection of team members and clients, with a focus on vulnerable groups
- Able to role-model inclusive and culturally sensitive attitudes and behaviours
- A strong supporter of the cause of family planning and a woman's right to safe abortion (Pro-choice)
- The ideal candidate is passionate about social, data and analytics. Someone who has an innate curiosity and the desire to find out "why?" And want to make the data turn into action.
- Resilient, flexible and thrive in fast-paced, dynamic environments
- Highly motivated to support organisations become self-sustainable and reduce dependency upon donor funding
- Ability to travel internationally
- Passionate about our clients and strives to consistently meet and exceed expectations, putting the clients at the centre of everything, and ensuring we deliver high quality, high impact services that meet their individual needs
- Actively seeks out feedback on their performance (both results and behaviours) with a view to continuously learning and growing as a leader