

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.

This is a global role working in Evidence & Impact team within Technical Services Department. The role of the Evidence and Impact Advisor is to ensure that MSI's programmes are informed by a robust evidence base, are designed to achieve tangible impact consistent with our vision, have effective measurement and evaluation systems in place to deliver for Pillar 2 and 3 goals and ensure insight and evidence is used externally to demonstrate MSI's impact and value in strengthening private health systems and the role this plays in achievement of universal access to sexual and reproductive health care.

Key Skills

SKILLS

Essential

This is a highly specialised role that requires deep analytical skills in turning large disparate data sets into meaningful, useful data and being able to make the tools simple, and easy to use. It also requires someone with the passion and skill in helping motivate their adoption and usage.

- **Extremely strong analytical skills**, - highly numerate and analytical with broad knowledge of a broad range of technical database skills in research and evaluation methods (incl. quantitative and qualitative); SPSS and STATA and advanced knowledge of VBA, Macros, Microsoft Excel and Access (Knowledge of DHIS2 is 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

- **Ability to perform data mining**, blending large datasets to enhance reporting and “Know how” in data visualisation; VBA, PowerBI, Tableau or equivalent and using data to make informed recommendations
- **Excellent verbal and written communicator**: ability to convey complex concepts in plain English to non-technical audiences and to lead confidently representing MSI externally, including liaising with donors and building relationships with external partners. A passion for sharing data, insight and the benefits that good evidence can bring to an organisation.
- **Strong team player** and can quickly and effectively build relationships building strong, positive working relationships
- **Drive for results**: Curious, interested and passionate how data can be used to improve performance and results; challenging the status quo to look for new ways of doing things.
- **Ability to rapidly and effectively prioritise tasks**. Highly comfortable working under budget, time, data constraints and shifting priorities

Desirable:

- **Commercial analytics** such as price elasticity; marketing analytics such as client profiling, segmentation & targeting
- **Experience in evaluating marketing** communication, demand generation, and marketing, pricing and initiatives in commercial private sector environments

Key Experience

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

Essential

- Experience in supporting the development of data modelling/dashboards and data visualisation solutions
- Proven experience (a minimum of 3 years) working within a research, data analytics or monitoring & evaluation role.
- Have been exposed to a wide range of challenging research, monitoring and evaluation problems to solve (ideally in healthcare)
- Highly familiar and experienced in writing and editing documents for various audiences, including non-research ones
- Demonstrated experience managing projects involving multiple teams, including priority setting, planning, and influencing with limited authority
- Experience of project management or cross-functional (matrix) team working

Desirable

- Proven experience working cross culturally and providing technical support to remote teams and in providing technical research assistance and training to staff, including non-researchers in resource constrained settings
- Experienced in utilizing a range of qualitative research methods to answer key challenges / questions
- Experience with health research, reproductive health, and / or family planning / service delivery / operations environment
- Experience in evaluating commercial initiatives and deconstructing financial elements of a P&L
- Practical experience in developing donor research logframes and developing evidence based

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proposals; developing cases studies and data to support winning bids, especially for value for money and new models

Formal Education/qualification

- Educated to degree level (statistical methods, economics, mathematics, Finance, Economics) however, extensive practical database and analytics, monitoring and evaluation experience will be favourably considered
- Masters Degree (or higher) in public health research, international development, social sciences, statistics, health sciences or related discipline (desirable but not essential)
- Proficiency in French (highly desirable)

Personal Attributes

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:

- **Pro Choice.** Energy, drive and passion for purpose and MSI Reproductive Choices' mission, able to inspire others with the MSI mission.
- **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
- **Builds strong working relationships** – takes people with them.
- **Commercially minded, supportive of MSI as a “social business”**
- **High drive for results** - positive, “can-do” attitude. High “hands-on” and work at pace
- **Flexible attitude** towards working in a fast-changing operating environment. High emotional intelligence, patience and thoughtfulness even in high-pressure, stressful situations
- Able to travel internationally 15% of time (once travel restrictions lifted)