

Job Description & Person Specification

Evidence and Impact Advisor



General role information

Job Title:	Evidence and Impact Advisor
Reporting to:	Innovation, Evidence & Research Manager (Pillar 1)
Salary Band:	16
Notice period:	2 months
Career Band:	7
Budget Responsibility?	No
Direct Reports?	No

The department/team

At MSI Reproductive Choices we are unapologetically pro-choice. We believe that every woman has the right to make choices about her own body and her own future. As one of the world's leading providers of contraception and safe abortion care, we give women the means to do so. Our team members, working across 37 countries, provide high quality, safe services to women, when and where they need them. Because when a woman can determine her own future, she can contribute to creating a better, more sustainable future for everyone.

The Evidence and Impact team, part of Technical Service Department, is a valued strategic source of technical leadership and support in producing, interpreting and using high quality evidence in order to fulfil MSI's mission. The team has recently been restructured to reflect the key pillars of MSI 2030 Strategy. The Evidence and Impact team is tasked with supporting MSI country programmes to utilise routine data to generate insights and learnings to improve programme performance. It also is responsible for designing and delivering strategic operational and formative research studies. The team strives towards:

- **Impact** – ensuring evidence and insights drive scale, quality and sustainability of MSI programming across all service delivery channels.
- **High quality** – research studies are ethical, methodologically robust, strategic, and evidence is disseminated effectively to improve programme outcomes.
- **Collaborative** – studies conducted in partnership with country programmes and other external research groups to ensure analytical and research capacity building and maximum research utilisation.

The role

The advisor will work primarily on the Women's Integrated Sexual Health (WISH) program, a high-value multicountry programme which aims to improve access to Sexual and Reproductive Health and Rights (SRHR) for women and girls in areas of highest unmet need. WISH is split into two separate Lots – Lot 1

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works across 11 countries in West and central Africa (Nigeria, Sierra Leone, Democratic Republic of Congo, Senegal, Mali, Niger, Burkina Faso, Mauritania, Chad, Cameroon, Cote d'Ivoire) and is implemented by a consortium led by MSI. MSI is also a consortium partner in WISH Lot 2, which is led by IPPF, with inputs from 8 MSI country programmes. WISH combines delivery of SRH services with work to strengthen national ownership of WISH outcomes through supporting an enabling policy environment, strengthening domestic resources for family planning and building the capacity of the public sector.

In addition to the technical responsibilities listed below, the Evidence and Impact Advisor is expected to be the MSI technical and thematic expert, representing MSI E&I team within WISH consortium. The Evidence Advisor is charged with providing technical leadership and oversight of key consortium deliverables; drawing data together; identifying strategies and actions that need to be taken because of the data; developing dissemination strategies and action plans; etc. This post will also be a key source of strategic support to the MSI FCDO programme management team, supporting reporting needs and more in-depth analytics, and enabling consortium partners in-country to identify 'what works' and also enable rapid course correction.

Key Responsibilities

- **Lead as Technical Expert, On Data Collection, Quality Assurance, Analysis And Reporting Across The WISH & Wish2Action Programmes**
 - Lead on data management and analysis for quarterly and annual reporting
 - Be the technical liaison and manage WISH Third Party Monitoring verification (/audit) workstream
 - Represent MSI at the TPM working groups and provide technical steer on key thematic areas
 - Provide capacity building and quality control to our consortium partners as needed
 - Analyse WISH specific data to generate insights that could lead to programme improvement and share them effectively within the consortium, wider MSI and external audience
 - Develop, maintain and update WISH performance dashboard to facilitate reporting and performance monitoring
- **Serve as the WISH Learning Lead Advising on The Evidence and Learning Agenda Across The Consortium**
 - Manage and disseminate WISH Global Goods tailored to different audiences
 - Develop evidence and tools as WISH Global Goods deliverables and ensure they are properly disseminated across the consortium, MSI and external audience as appropriate
 - Manage relationship with the Third Party Monitor and provide technical stewardship on their Evidence & Learning workstream and deliverables (input, provide technical steer and review all deliverables in concept, protocol and write-up)
- **Serve as The Technical Lead On Specific Leave No One Behind Thematic Areas**
 - Be the technical lead for poverty and inclusivity measurement strategies. Support with generating country level national benchmarks for poverty and disability. Analyse routine data and CEI to generate insights on what strategies work in improving access to last mile clients.
 - Communicate the insights with the Pillar 1 working group, regional teams and country

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programmes.

- Be the technical lead in the use of geospatial mapping for Pillar 1 workstreams by ensuring that all country programmes have access to geospatial poverty and demographic maps; teams are trained on how to make effective use of them; and document the evidence on the impact of using such data
- Ensure MSI evidence is effectively disseminated by producing digestible and impactful evidence products, including digital content (knowledge hubs, newsletters, SharePoint), printed content (evidence briefs, reports) and oral content (presentations at technical meetings, symposia, conferences).

- **Provide Technical Support To MSI Country Programmes To Ensure Quality Evidence Generation, Agile Data Use And Adaptive Programming Across All Aspects Of Operations And Service Delivery**

- Serve as a point of contact and advisor for RME teams in 2/3 country programmes
- Review and help finalise annual and project-specific Monitoring and Evaluation (M&E) plans, aligning to global indicators where possible.
- Co-develop, review, and provide ongoing support to priority research and learning projects in countries to ensure generation of actionable insights for operations.
- Work with country programmes to develop budgeted evidence and research plans to support strategic decision-making and robust evaluation of key donor-funded projects.
- Support the Programme Design and Development team on country-specific new project proposals, to ensure that performance measurement indicators align with MSI global standards, and that all evidence-generating activities are adequately planned and budgeted for.

Roll out data utilisation and research tools to support performance management:

- Mentor and coach country programme evidence teams to harness the power of MSI data systems to guide strategic decision-making by co-developing, evolving and/or supporting embedding of global tools, including performance dashboards, market research protocols, annual client exit interviews, impact models, quality assessment and client feedback tools.
- Support country teams to collect and use relevant market data from secondary sources such as national surveys or published reports.

Please note that you may also be required to carry out reasonable additional ad-hoc duties, at the request of your line manager.

Please read this description in conjunction with the Person Specification for the role, set out below.

Signature

By signing below, you indicate that you have read and agree to this job description.

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Full name:	
Signature:	
Date:	

Person specification

Introduction

MSI Reproductive Choices is one of the world's leading providers of sexual and reproductive healthcare. We believe that everyone should have the right to choose. From contraception to safe abortion and life-saving post-abortion care, we are committed to delivering compassionate, affordable, high-quality services for all.

Today, our organisation has over 9,000 team members working in 37 countries across the world. Our success lies in the fact that MSI teams are locally led, entrepreneurial and results-driven, and are passionate about delivering high quality, client-centered care in their own communities. As a social business, we focus on sustainable delivery, efficiency, and funding models that are built to last, so that the women and girls we serve today will have a choice in the future too.

We know that access to reproductive choice is life changing. For some, it can mean the ability to complete an education or start a career. For others, it means being able to look after the family they already have. For everyone, it means the freedom to decide their own future, creating a fairer, more equal world.

Key Skills

SKILLS

Essential

This is a highly specialised role that requires deep analytical skills in turning large data sets into meaningful, useful insights. Develop data visualisation tools that meet stakeholders' needs 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 knowledge of a broad range of technical skills in research and evaluation methods (incl. quantitative and qualitative); STATA and advanced knowledge of Microsoft Excel
- **Strong interpretation skills**, being able to see beyond the analysis and describe what this means for our clients and services and how it feeds in towards reaching our MSI 2030 goals
- **Ability to perform data mining**, blending large datasets to enhance reporting and "Know how" in data visualisation using Excel, 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.

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- **Ability to review and appraise** findings and proposed project designs to ensure that we deliver clear, usable and robust insights
- **Strong team player:** can quickly and effectively build strong and 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 within deadlines, data constraints and shifting priorities

Desirable:

- 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
- Practical experience in developing donor research logframes and developing evidence based proposals; developing cases studies and data to support winning bids, especially for value for money and new models

Key Experience

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

Essential

- Proven experience with advanced analytics software such as STATA and excel (R highly desirable)
- 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 stakeholders, including priority setting, planning, and influencing with limited authority
- Experience of project management or cross-functional (matrix) team working

Desirable

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Formal Education/qualification

- Degrees in public health research, statistics, economics, epidemiology, demographics, health sciences or related discipline - *Essential*
- Proficiency in French highly desirable - *Please state level in application*
- Additional qualification or formal training in research design, epidemiology or impact evaluation, data visualisation such as PowerBI - *Desirable*

Personal Attributes

We recruit talented, dynamic people with diverse backgrounds and experiences, all united by a belief in our mission and a focus on delivering measurable results. We're proud to be an equal opportunities employer and are committed to creating a fully inclusive workplace, where everyone feels able to participate and contribute meaningfully. You must be open-minded, curious, resilient, and solutions-oriented, and be committed to promoting equality, and safeguarding the welfare of team members and clients alike.

If you're inspired by doing work that directly impacts those most in need, MSI could be a good fit for you. MSI is a fast-paced service delivery organisation. Tangible results are fundamental, and you can directly contribute to them. Our team members often return from the field with incredible stories of the clients we serve and the impact our work has on their lives.

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.
- **Excellent communication skills** both through verbal and written methods, particularly in sharing compelling stories through data, explaining complex ideas simply, and presenting key messages to senior audiences.
- **Highly numerate;** able to analyse and critically query complex data
- **Excellent attention to detail;** methodical and precise
- **Highly developed skills to influence and persuade:** ability to quickly and effectively build

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relationships with team members and stakeholders at all levels

- **Strong self-starters** with initiative-taking attitudes
- **Flexible attitude** towards working in a fast-changing operating environment. empathetic patience and thoughtfulness even in high-pressure, stressful situations
- **Able to travel internationally**

If you fit the above and are easy-going yet concentrated, eager to help, sharp, capable under pressure, and have an eye for detail, we look forward to hearing from you.

Our Values

Mission Driven: With unwavering commitment, we exist to empower women and men to have children by choice not chance.

Client Centred: We are dedicated to our clients and work tirelessly to deliver high-quality, high-impact services that meet their individual needs.

Accountable: We are accountable for our actions and focus on results, ensuring long term sustainability and increasing the impact of the Partnership.

Courageous: We recruit and nurture talented, passionate, and brave people who have the courage to push boundaries, make tough decisions and challenge others in line with our mission.