



Position Name:

Director of Collaborating, Learning and Adapting (CLA)

Who we are:

MSA is a socially-driven global consulting firm. We provide innovative solutions for the private sector, government and civil society to improve, measure, and communicate the economic and social impacts of their investments. We believe market dynamics have a strong impact on how people live their lives. Our vision is to improve economic systems in order to reduce poverty. We recognize complexity and as such, use a systems approach to design solutions that work within dynamic environments. We work collaboratively with our clients, serving as brokers of creativity to help catalyze systemic change.

We take a bespoke approach to every engagement, developing tailored and contextually rooted services for clients across our core service areas:

- RESEARCH – Market and Applied Research
- PERFORM – Strategic and Adaptive Management
- EMPOWER – Inclusive Business and Economic Empowerment
- MEASURE – Results Measurement and Evaluation

Since 2009 we have worked with a wide variety of clients and partners in dozens of countries across six continents.

MSA 's VALUES

EXCELLENCE

We believe in what we do – it's why we're here. Our work reflects our passion.

DISRUPTION

We're here to do development differently – more empowering, more systemic, with more proof.

HUMILITY

We see self-awareness as a prerequisite to learning. We embrace our mistakes as means to improvement.

HUSTLE

Good things don't come to those who wait. We drive networking and new business the same way we drive innovation – restlessly.

COLLABORATION

We're better together, drawing on each other's viewpoints and experiences to deliver for clients. Working in teams is core to our identity.

CELEBRATION

We work hard and life gets hectic – we take time to celebrate and enjoy it. Otherwise, what's the point?

Our work:

At MSA, our staff build results measurement systems for development programs, social enterprises and impact investors; research power dynamics and their influence on market behaviors; train client staff to think more systemically about the problems they seek to address; pitch MSA's services to new potential clients; write thought pieces; and brainstorm new approaches to old problems. Regardless of task, our focus on disrupting the status quo demands critical engagement.

Who we are looking for:

MSA seeks a talented professional with exceptional experience in **managing a Monitoring, Evaluation and Learning team** and **implementing collaborating, learning and adapting (CLA) systems** to join the team in the position of **Director of Collaborating, Learning and Adapting** based in Dushanbe, Tajikistan. This position is for an upcoming USAID project and is contingent upon successfully winning the tender. The successful applicant will lead the application of a cutting-edge approach to adaptive programming that can serve as a model for the sector.

Reporting directly to and working alongside the Chief of Party, the **Director of Collaborating, Learning and Adapting** will play a critical role in the project's success. The selected candidate will guide the project in adopting an **experimental, evidence-based approach** to project activities, in which monitoring findings rapidly feed into project learning and decision-making. The position will be responsible for **setting a culture for adaptive management** within the team and implementing the systems that support it. The position will also **manage the results measurement team** and ensuring that project results meet a strong standard for rigor.

Specific responsibilities include:

- Establishing a CLA plan to guide the project's focus
- Fostering effective collaboration among staff and external stakeholders
- Building the processes and culture in the project to take an adaptive and predictive orientation
- Developing and applying quasi-experimental and other methodologies for short cycle testing of multiple project pilots simultaneously with appropriate statistical rigor
- Using methods (e.g., results chains) to articulate the anticipated causal logic of project interventions
- Managing the results measurement system and team
- Developing and implementing the program's results measurement framework and data collection tools
- Ensuring the quality of the data being collected and reported by the programmer
- Package and disseminate learning to key stakeholders
- Establishing a knowledge management system that supports project learning

Required qualifications:

- Minimum five years of experience applying M&E methods and approaches
- Experience using results chains or other methods to visualize intervention theories of change

- Excellent quantitative skills with a very good grasp of statistical methods and small-N designs
- Fluency in Tajik and English
- Strong ability to design and conduct qualitative research that addresses project learning priorities
- A passion for learning, investigation and for working in economic development
- A positive, collaborative attitude
- Familiar with private sector development, market systems facilitation and/or other economic development approaches (e.g., economic strengthening, inclusive business, value chain development)
- Experience working on programs working in the agricultural sector
- Ability to build the capacity of colleagues and partners in monitoring
- Excellent written and oral communication skills
- Excellent ability to collaborate with and influence colleagues to ensure that monitoring findings are used
- Capacity to take initiative and be a self-starter

Desired characteristics:

- Proficiency in Russian
- Experience working in Tajikistan or Central Asia
- Experience working on USAID-funded projects
- Graduate degree in a relevant subject
- Advanced computer literacy, including strong Excel and PowerPoint skills

How to apply:

To apply, please send a CV and 1-2page cover letter to opportunities@marketshareassociates.com, indicating the position title “Director of CLA, Tajikistan” in the subject line. Please apply as soon as possible if interested. Applications will be accepted until position is filled.