



Position Name:
CLA and Results Measurement Specialist, Kenya

Who we are:

MarketShare Associates (MSA) is a socially driven consulting firm committed to creating, implementing and measuring innovative economic development. We take a systems approach to problem understanding – we recognize that inclusive, sustainable development is a complex challenge. It requires us to think at multiple levels within a dynamic environment influenced by social, economic and political factors. We also take a bespoke approach to every engagement, developing tailored and contextually rooted services for clients across our three practice areas:

- Empower – economic empowerment and inclusive business
- Perform – market research and management
- Measure – results measurement and evaluation

We work with a large variety of clients and partners including bilateral and multilateral donors, non-profits and private companies, in dozens of countries across six continents.

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

MSA 's VALUES

PASSION:

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

SINCERITY:

We listen, and give our clients our honest judgments and advice.

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.

CREATIVITY:

There is no box... in our client engagements, our approach to new business, and our thought pieces.

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?

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 with **implementing CLA / adaptive management** and strong **results measurement** experience to join the team in the position of **CLA and Results Measurement Specialist** based in Nairobi, Kenya. This position is for an upcoming Feed the Future 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 **CLA and Results Measurement Specialist** will play a critical role in the project's success. The Specialist 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
- 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)

- 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:

- Graduate degree preferred
- Experience with the DCED Standard
- Experience with USAID-funded projects
- Advanced computer literacy, including strong Excel and PowerPoint skills

How to apply:

To apply, please send a CV and 1-2 page cover letter to opportunities@marketshareassociates.com. Deadline to apply is June 7, 2017.