



# MARKETSHARE

ASSOCIATES

## Position Name:

**Gender Senior Managing Consultant**

## 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 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
- MEASURE – Results Measurement and Evaluation
- EMPOWER – Inclusive Business and Economic Empowerment.

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

## Our work:

At MSA, our staff work with development programs, social enterprises and impact investors to think more systemically about the problems they seek to address; build results measurement systems to

## 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.

### **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?

monitor their impact; research power dynamics and their influence on market behaviors; pitch MSA's services to new potential clients; write thought pieces; and brainstorm new approaches to old problems. Regardless of the task, our focus on disrupting the status quo demands critical engagement.

### Who we want:

MSA seeks a driven professional with gender and/or empowerment experience to join the team in the position of Senior Managing Consultant, preferably in the Denver, Colorado office, although working remotely may be considered for the right candidate. Reporting directly to a Principal Consultant, the Senior Managing Consultant will play a key role in driving MSA's Economic Empowerment practice area. The successful applicant will spend the majority of his/her time working directly with clients, supporting the integration of gender and empowerment in market-based programming, conducting gender-responsive research and analysis, supporting the development of M&E systems capturing results on empowerment, and the generation of MSA's research and knowledge products in this area. Do not worry if you do not already possess all of these skills. We want someone with a strong gender background who is willing to learn about what they do not already know.

MSA is growing – this opportunity offers significant potential for the successful candidate to grow with us, assuming progressively greater responsibility with MSA.

### We are looking for someone who finds fulfillment in:

- **Doing gender differently.** We believe there are some known good practices in how to promote gender equality. We like these. But we also believe that the best gender and empowerment work is born of creative thinking. We want someone who is comfortable challenging themselves to find unique and intervention-specific solutions to old problems. We want our gender leads to think outside the box, pushing the boundaries of what seems possible.
- **Learning network facilitation** – we are a learning organization, continuously pushing the frontiers within our field together with our clients, while being strongly rooted in a community of practice, both locally and internationally. A curious person who is interested to learn and grow with the company will thrive here. Also, this position will support MSA to manage a few industry-wide learning initiatives on women's economic empowerment. This includes providing technical content and guidance to industry initiatives, conducting select learning studies for clients and helping get the word out to a wider audience on key issues.
- **Workshopping and co-creation.** We do not do research for research's sake. We like action research that leads to better decision-making, project performance and eventual social impacts. All MSA technical consultants enjoy working with our partners and clients to get better results. This means we need to be good listeners, get their buy-in and always think about how to engage with partners

in a process of co-creation. This role will not be a good fit for someone with a particular agenda in gender that is inflexible to client and partner needs.

- **Being a research nerd.** We want someone to join the team who loves qualitative research. This person loves designing good interview and focus group discussion guides, conducting fun interviews and focus group discussions in-country, and all of the deep analysis that follows. Knowing how to do all of this from a gender and empowerment perspective is key.
- **Managing relationships with key players in the gender and development space** – This person will enjoy managing partnerships with high-level clients and building lasting relationships.
- **Helping team members to do their work better.** We have projects that are solely dedicated to gender and empowerment, but we also want to do a better job of integrating gender and empowerment across our portfolio. Someone who enjoys designing and communicating tools for our team to use, as well as supporting a variety of projects will enjoy this work.
- **Completing high quality work.** We believe in what we do. Our work and productivity reflect our passion. We want another team member to believe the same!
- **Working in a rapidly expanding company.** Our company is small, but we are growing rapidly. If you enjoy fast-paced working environments and strategizing how to take a company to the next level, we are a good fit. If you are looking for a place to work with the same daily checklist and regular work, this is not the position for you.

## Requirements:

- A passion for learning and investigation
- A positive and collaborative attitude
- A passion for working in economic development
- Minimum of six to ten years of relevant experience in gender, women's empowerment and/or inclusive business programming in emerging economies
- Significant experience designing and conducting qualitative research
- Interest in applying your work to private sector development, market systems facilitation and other economic development approaches (e.g., economic strengthening, inclusive business, value chain development, etc.)
- Comfort designing and conducting trainings
- Excellent written and oral communication skills
- Strong interpersonal skills, including the ability to work and build relationships with staff and clients from diverse backgrounds
- Capacity to take initiative and be a self-starter
- Ability to prioritize, implement, and deliver high-quality products within tight timelines and minimal supervision

Other desired characteristics:

- Graduate degree in economics, social sciences and/or gender
- Experience with DFID-funded M4P projects
- Experience applying M&E methods and approaches (including conducting quantitative, qualitative and participatory research; designing and conducting program evaluations; developing results chains or theories of change; developing logframes and other performance management tools)
- Proficiency in another language, preferably written and oral Arabic, French, Spanish, and Portuguese
- Experience working and living in developing countries

### Other Information:

This is a salaried, full-time position reporting to a Principal Consultant. This position is preferably based in Denver, Colorado, yet we're always flexible for the right person! It will require approximately 25-35% travel.

### Application Details:

Deadline to apply is December 11th, 2017. To apply, please send your current CV to [opportunities@marketshareassociates.com](mailto:opportunities@marketshareassociates.com), indicating the position title "Gender Senior Managing Consultant" in the subject line. Please also include a cover letter (maximum one page) answering the following questions:

- 1) How is this position a good fit for you?
- 2) List the five things, in order of impact that you would bring to MarketShare Associates to take us to the next level in our work.
- 3) Which of our values most resonates with you, and why?
- 4) What are 4 words your friends would use to describe you?