



**Position Name:**

**Monitoring, Evaluation and Learning Practice Lead**

**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 want:

We are looking for a driven professional with a very strong background in results measurement, evaluation and learning. We are looking for someone who wants a balanced portfolio between direct technical support to clients, and supporting a team of qualified professionals to champion their own work. The position will report directly to a Principal Consultant.

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

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

- **Learning.** Keeping abreast of the latest thinking in the field of monitoring, evaluation and learning, as well as economic development and systemic change programming. This means being connected to the latest developments and applying these in your work.
- **Serve and champion your team.** This position will lead a team of highly motivated and smart people. We believe in self-managed teams, with team leaders supporting and building the capacity of teammates, while everyone learns how to solve and make critical decisions on their own. This means a management style that seeks to increase production by offering support, resources and training, but giving ownership to each individual by encouraging openness and applying a strength-based approach into your management support.
- **Devising strategy and planning.** This person will work with the Principals of the firm to drive strategy decisions for the MEL practice area. This means working with Principals to design a set of strategic options and action plans for the practice area. This person needs wider knowledge of the industry, its outlook and ways forward.
- **Connecting the dots – using data as a means to create change.** This means you see good data as a means to an end, a means to influence policy, a means to change practice and a means to create more meaningful social impact for all.
- **Ensuring 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! This position will take a key role in

supporting the technical quality of the team's outputs. Enjoying providing critical thoughts and constructive feedback is key!

- **Being a research nerd.** We want someone to join the team who loves quantitative and/or qualitative research. This person loves designing good research instruments, conducting fun interviews and focus group discussions in-country, and all of the deep analysis that follows, as well as supporting other team members to enhance the quality of their research.
- **Being self-reflective, hungry to learn, adapt and adjust practices.** We believe in adaptive management and the importance of changing and evolving our practice. This means we value an ability to adapt and pivot.
- **Driving forward and securing new client and partnership opportunities.** This person will enjoy working with the internal team, but also spend time engaging and collaborating with clients.
- **Working in a rapidly expanding company.** Our company is small, but we are growing rapidly. If you enjoy fast pace 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:

- Very strong experience designing and implementing monitoring, evaluation and learning systems that meet high standards of rigor
- Demonstrated competencies in mixed-methods design and strong technical writing for both technical and lay audiences
- Experience leading a team of qualified professionals
- Experience engaging in strategy and planning processes
- Strong client relationship management skills
- Ability to support Principals in devising company strategy in MEL
- 8 -10 years of relevant professional experience
- Experience with MEL for economic and/or private sector development strongly preferred

### Other Information:

This is a salaried, full-time position reporting to a Principal Consultant, with a strong preference for someone based in Denver, Colorado, USA and considerations to people based in Washington DC, Toronto, London and Nairobi.

### Application Details:

Deadline to apply is February 28, 2018. To apply, please send your current CV to [opportunities@marketshareassociates.com](mailto:opportunities@marketshareassociates.com), indicating the position title "MEL Practice Lead" in the subject line. Please also include a cover letter (maximum one page) answering the following questions:

- 1) How is this position a 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.
- 3) Which of our values most resonates with you, and why?
- 4) What are 4 words your friends would use to describe you?