



Position Name:

Monitoring, Evaluation and Learning Specialist

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 team builds results measurement systems for development programs, social enterprises and impact investors; researches power dynamics and their influence on market behaviors; trains client staff to think more systemically about the problems they seek to address; pitches MSA's services to new potential clients; writes thought pieces; and brainstorms 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. The position will be supported by the MEL Practice Lead.

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

Required Attributes - the ideal candidate will bring these abilities to the table on day one:

- **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.
- **Being an active and positive team member.** This position will be part of a team of highly motivated and smart people. We believe in self-managed teams, where everyone learns how to solve and make critical decisions on their own. Leaders at MSA are available to support, but give ownership to each individual by encouraging openness and applying a strength-based approach. Part of being a team member at MSA is bringing a positive attitude to your work.
- **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 critical decisions, change practice and create more meaningful social impact.
- **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.

- **Bringing a gender-responsive perspective into your work.** We want someone who is comfortable challenging themselves to find unique gender-responsive solutions. We want this position to think outside the box on measuring gender and empowerment.
- **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 someone is a good fit who enjoys updating their practices and role to better our team and products to clients. It also means being open to feedback and change.
- **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, as well as leading on the development of technical proposal writing and business development.
- **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 and learning systems that meet high standards of rigor
- Experience conducting performance and/or impact evaluations
- Experience with MEL relating to women's economic empowerment, gender equality and/or social norms strongly preferred
- Demonstrated competencies in mixed-methods design
- Strong technical writing for both technical and lay audiences
- Strong client relationship management skills
- At least 8 years of relevant professional experience
- Experience with MEL for economic and/or private sector development strongly preferred
- Excellent writing skills and experience with technical proposal writing preferred
- Fluency in French, Spanish, Portuguese and/or Arabic preferred

Other Information:

This is a salaried, full-time position reporting to MEL's Practice Lead. We have a strong preference for someone based in Denver, Colorado, USA, but are willing to also consider candidates based in other relevant centers (e.g. Washington DC; London, UK; Nairobi; and selected locations in Canada).

Application Details:

Deadline to apply is December 5, 2018. To apply, please send your current CV to opportunities@marketshareassociates.com, indicating the position title "MEL Specialist" in the subject line. Please also include a cover letter 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?
- 5) What makes you want to get out of bed and come to work day after day?
- 6) Please advise us of your location preferences. Are you interested in joining our team in Denver?