



Position Name:

Senior Learning Manager

Feed the Future Market Systems & Partnerships (MSP)

Who we are:

MarketShare Associates (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.

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; research power dynamics and their influence on market behaviors; train client teams 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.

The project:

The purpose of the Feed the Future Market Systems & Partnerships (MSP) Activity is to provide USAID/Washington, USAID Missions, and other U.S Government (USG) operating units and their international and local implementing partners with the evidence, capacity, tools, technical assistance, and/or services required to design, implement, monitor, and/or evaluate market systems and private sector engagement (PSE) activities that lead to inclusive and resilient agricultural-led economic growth, improved food security and nutrition, and/or increased incomes for the poor. The MSP project is a DC-based contract designed to support USAID in its efforts to bring about a major cultural transformation by integrating PSE across all activities, while at the same time deepening market systems development (MSD) and facilitative approaches across the FTF program cycle. MSP will advance learning and good practice in PSE and MSD, ultimately resulting in more sustainable and strengthened agriculture-led economic growth, improved food security and nutrition and strengthened resilience. MSP's technical innovation will be supported by operational innovation, enabling the agility required to effectively and efficiently manage this buy-in contract.

While the specific MSP activities will be demand-driven, they could include facilitating private sector partnerships such as helping USAID to establish new blended finance mechanisms or create partnerships that create shared value from the alignment of core business objectives and development goals; supporting USAID in the design, implementation, monitoring, and evaluation of market systems and private sector engagement activities; advancing learning on private sector engagement and market systems development through both developing theoretical frameworks and practical implementation tools; and, building capacity of USAID and implementers to design, implement, monitor, evaluate, and learn from market systems and private sector engagement activities.

The position:

The purpose of MSP is to advance learning and the adoption of good practice in PSE and MSD and learning will drive all project activities. The MSP Learning Agenda will test and measure changes to the underlying assumptions of the MSD and PSE approaches, build the evidence base for these approaches, and drive the development of tactical tools and guidance. The MSP team will co-create the initial Learning Agenda with key stakeholders to set intervention priorities and drive activities. The Senior Learning Manager (SLM) will require technical strength in Economic Growth, Market Systems Development (MSD) and/or Private Sector Engagement (PSE) along with Learning, Knowledge Management, M&E and/or Collaborating, Learning and Adapting (CLA) to ensure the ongoing adaptation of the MSP Learning Agenda. The SLM will utilize professional working knowledge in MSD, PSE, or both to ground truth technical approaches, research and reporting coming

from the Learning Agenda. The SLM will oversee and operationalize the Learning Agenda activities, and also supervise a Communications team and a Monitoring, Evaluation, and Learning (MEL) Manager, overseeing these management areas to ensure sound methodological and technical design, learning capture, learning dissemination, and evidence-based decision-making for program design and implementation of the MSP Activity.

More specifically, under the direction of the COP, the SLM will be responsible for supporting MSP learning around MSD and PSE, capturing learning, and developing and implementing strategies to support the dissemination and uptake of the knowledge generated. Under the direction of the COP, the SLM will oversee the development and management of the MSP Learning Agenda, and oversee the implementation of the project's CLA Plan, MEL Plan, and Quality Assurance Surveillance Plan (QASP). The SLM will supervise the Communications team for Activity reporting to USAID, DAI, and buy-in client. The SLM will also support the development and management of a knowledge dissemination and communication strategy. They will help build a culture of learning within the MSP team to continually develop and strengthen learning and impact. They will also oversee Activity reporting systems to effectively capture USAID's assistance in action to various stakeholders.

Responsibilities:

The SLM will supervise a Communications team and a Monitoring, Evaluation, and Learning (MEL) Manager, overseeing both of these management areas to ensure learning capture, learning dissemination, and evidence-based decision-making for program design and implementation of the MSP Activity. More specifically, the role will include:

Learning Activities

- Under the direction of the COP, oversee the development and management of the MSP Learning Agenda, including the prioritization of Learning Streams, developing theories of influence for the learning streams, and key learning questions to fill knowledge gaps.
- Lead the learning capture, development and implementation of learning strategies to support the dissemination and uptake of the learning knowledge generated.
- Identify, plan, oversee and undertake research and learning activities that culminate in the production of learning products such as research publications, learning briefs, fact sheets, success stories and case studies.
- Organize and support learning workshops and events for stakeholders.
- Drive collaboration on learning agendas with other groups working in PSE and MSD including research and learning already taking place, not only within USAID, but also with SDC and DFID.
- Contribute to internal learning mechanisms and creating learning culture for the team.
- Work closely with the COP and Engagement Managers to ensure alignment of buy-ins to the MSP Learning Agenda.

- Participate in regular project management planning meetings and provide analytical feedback and support to inform technical decisions.

CLA and MEL

- Develop and facilitate collaboration, learning and adaptation strategies.
- Lead in the identification, analysis, distillation, and synthesis of knowledge and lessons learned from program implementation.
- With the COP and other MSP colleagues, facilitate incorporation of lessons learned into the MSP activity cycle.
- Supervise the MEL Manager to ensure timely completion of MEL data capture, reporting, and implementation of the QASP.

Communications & Reporting

- Oversee the development and implementation of a Knowledge Dissemination and Communication Strategy including undertaking a learning stakeholder mapping and supporting stakeholder surveys and focus group discussions.
- Facilitate trainings to MSP Activity staff on the MSP Knowledge Dissemination and Communication Strategy.
- Supervise the Communications Manager to ensure timely completion of Contract Reporting Deliverables, Ad Hoc Technical or Learning Reports, Success Stories, and other reports as directed by the Chief of Party or required by USAID.

Required qualifications:

- Ten to twelve years of prior work experience in international development including either: a) Bachelor's degree in development, economics or related field of study with at least six years of prior work experience in learning, monitoring and evaluation, or field research and implementation with prior experience with USAID MSD or PSE programming; OR b) Master's degree with at least four years of years of prior work experience in learning, monitoring and evaluation, or field research and implementation with prior experience with USAID MSD or PSE programming.
- Demonstrated experience in economic growth, market systems development and/or M4P.
- Demonstrated experience coordinating with clients and stakeholders for donor funded projects, with specific emphasis placed on learning.
- Excellent writing and communication skills and attention to detail.
- Demonstrated experience managing a team of at least three full-time staff, facilitating trainings in the area of Learning, proven leadership for driving a culture of learning and building cohesion within and across teams to meet shared and defined objectives.
- Knowledge of communications and how to manage a communications strategy and plan.

Preferred qualifications:

- Experience in performing research in a development setting is preferred.
- Experience in USAID CLA work is preferred
- Experience in USAID knowledge management is a plus
- Experience with USAID monitoring, evaluation and learning is a plus

Other Information:

This is a salaried, full time position reporting to the project Chief of Party. The role is based in Washington DC. The salary band for this role is \$85,000 – 119,900 USD. Where a candidate falls within this range is based on previous years of experience and versatility i.e. number of required and desired characteristics as well as expected capability.

Application Details:

Deadline to apply is **November 1st, 2020, 11:59 ET.**

To apply, please send your current CV to opportunities@marketshareassociates.com, indicating the position title “Senior Learning Manager” 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?
- 5) Please provide us with an explicit range indicating your specific salary expectation.
- 6) Where are you authorized to work?
- 7) Please let us know where you found out about this position.