



Position Name:
Senior Specialist, Gender and Social Inclusion

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 services for clients around action research, monitoring, strategic advisory, evaluation and thought leadership across five topic areas: market systems development, jobs and trade, economic empowerment, financial inclusion and impact investing.

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 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

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?

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 strong experience in integrating social inclusion into economic development programming to join the team in the position of Senior Specialist, in Denver, Colorado, Washington DC, Nairobi, London or remote location.

The successful applicant will spend the majority of their time working directly with clients, promoting thought leadership and industry learning around social inclusion and gender with clients, supporting the integration of social inclusion, gender equality and empowerment into market-based programming, conducting socially inclusive and gender-responsive research and analysis, supporting client M&E systems and capturing results on inclusion and empowerment, conducting socially inclusive and gender-responsive evaluations and impact assessments, and managing client and internal learning agendas in this area.

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

The nature of the role:

This is a full-time position that will report to the Advisory Practice Lead. The position will be about 75 - 85% technical i.e. client work; 10% business development, and 5-10% internal operations and strategy. The role is designed to support someone's professional growth within MSA and to find someone who wants to learn and quickly grow with our firm into a more advanced technical lead position.

We are looking for someone who finds fulfillment in:

- Understanding the perspective of the private sector and markets.** Most of our work is in the space of market systems and private sector development. We do not just promote gender as a compliance or one-off social development solution, we rather find viable business models for social and gender inclusion in order to promote sustainability of empowerment results over time. We are looking for someone who likes to build these win-wins with local companies, work with our clients to see how the system can be disrupted, and see how the incentives of all players can be shifted.
- Supporting economic development, market systems and gender differently.** We believe there are some known good practices in how to promote gender equality within an economic development context. 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 specialists to think outside the box, pushing the boundaries of what seems possible.

- **Being a research nerd and enjoying monitoring, evaluation and learning.** 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. Also enjoying measurement and finding new ways to measure social change over time is critical.
- **Driving forward client relationships.** This person will enjoy working with the internal team, but will spend significant time engaging and collaborating with clients. Being communicative, diplomatic and having the ability to navigate people-dynamics is critical to succeed in this role. You need to feel comfortable working in groups, discussing and bringing your point of view to the table with clients in higher positions of power and gracefully managing expectations of clients. Previous experience leading client relationships for larger projects would be preferable.
- **A focus on 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.
- **Learning.** 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. We want someone who not only likes to learn themselves and think outside the box, but have ways to help our clients to continuously learn and utilize latest data, tools and best practices. A curious person who is interested to learn and grow with the company will thrive here.
- **Time and budget management.** We believe in what we do. And we know our clients rely on us to use our time wisely. This role will manage projects, meaning guiding a team of people including MSA team members and subcontractors to complete high quality work. Being organized and understanding project management practices like tracking level of effort and budgets is key to success in this role.
- **Working in an expanding company.** Our company is small, but we are growing. 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:

- At least 7 years of professional experience in economic development with the public or private sector
- Four years of experience in the design and implementation of gender and/or social inclusion components of economic development programs, ideally with a private sector and/or market systems development (MSD) focus.
- Experience conducting social inclusion and/or gender assessments and providing on-going technical assistance and capacity building to project teams in social inclusion on USAID-funded projects and/or other relevant foundations and/or bi-laterals.

- Proven experience on an economic growth, impact investing, private sector development, agriculture, employment, financial inclusion, impact investing, decent work, competitiveness and/or market systems-development focused projects.
- Significant experience designing and conducting qualitative and mixed-methods research.
- Excellent verbal and written communication skills and ability to distill complex concepts and insights for both technical and lay audiences.
- Experience supporting project management functions, such as managing budgets, managing local consultants, and following donor rules and regulations.
- Strong client relationship and engagement management skills.
- Strong interpersonal skills, including the ability to work and build relationships with team members and clients from diverse backgrounds

Other desired characteristics:

- A Masters degree or higher in economics, international development or another relevant social science
- Proficiency in another language, preferably written and oral Arabic, French, Spanish, and/or Portuguese
- Longer-term experience working overseas in a developing country context preferred

Remuneration:

The salary band will vary based upon the location of the successful candidate. For reference, the salary range for this position is \$60,000 – \$85,000 USD if Denver based. Salary is based on previous experience, capability and location.

Application Details:

Deadline to apply is February 23, 2021. Applications will be considered on a rolling basis. To apply, please send your current CV to opportunities@marketshareassociates.com, indicating the position title "Senior Specialist, Gender" in the subject line. If you have not heard back within 2 weeks after the application deadline, please send a follow up email to opportunities@marketshareassociates.com and copy fstrub@marketshareassociates.com. We want to make sure no emails get lost in cyberspace!

Please also include a cover letter (maximum one page) answering the following questions:

- 1) How can economic development programs best succeed in integrating gender?
- 2) List the three 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 professional achievement are you most proud of?
- 5) Are you legally authorized to work in the United States? If not, where are you authorized to work?
- 6) What is your location preference?
- 7) What are your salary expectations for this role?