



Position Name:

**Market Systems Development Learning Advisor
(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 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 approaches to old problems. Regardless of task, our focus on disrupting the status quo demands critical engagement.

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?

Who we want:

MSA seeks a talented professional who will build the capacity of relevant project staff and partners in market systems development and systems-level measurement and learning to drive program improvement and systems level change.

The MSD Learning Advisor (Consultant) will coordinate MSD learning activities across work streams, collaborating with the team to design and coordinate MSD research and learning activities to drive progress towards systems change and other objectives, and ultimately drive evidence-based decision-making.

Responsibilities include:

- Develop approach in line with MSD principles, and monitor and learn related to systems changes (e.g. standard and customer performance, sentinel, and context indicators):
 - Analyze and map the type of data being collected and gauge how it might be used to measure systems change.
 - Collaborate with project team to develop theories of change and custom sentinel indicators to measure changes in performance, attitudes, and behavior to provide early warnings of movement in targeted market systems. These will be based on existing data collected through the project or through additional data collection efforts.
 - Participate in the development of learning agenda in coordination with the learning partner (IPAR) to ensure that the learning agenda focuses on learning around key themes (e.g. social inclusion, MSD, etc.).
- Build capacity of the technical team in system change 'learning' to effectively map, and capture systems changes through various activities:
 - Facilitate pause and reflect sessions for specific partnerships/activities to refine/develop improvement and/or scaling agendas, potential action-oriented research needs, and decisions on adapting or scaling the activity.
 - Lead and/or advise on action research that will inform programming decisions and support partners to make evidence-based decision related to activities.
 - Identify systemic changes and oversee the implementation of analyses, studies and learning to enhance real-time learning for the technical teams.

Required Qualifications:

- Comprehensive understanding of MSD principles and approaches, with proven track record of applying them effectively in previous assignments
- Proficient data analysis skills, including familiarity with tools such as Nvivo
- Strong project management skills
- Demonstrated experience in building capacity of technical teams for systems change learning & facilitating pause and reflect sessions.
- Proficiency in French

Other Information:

The Market Systems Development and Learning Advisor will report to MSA's Technical Lead, Inclusive Markets.

Application Details:

Deadline to apply is **May 10th, 2024**. Applications will be reviewed on a rolling basis. To apply, please click on the job link - <https://marketshareassociates.bamboohr.com/careers/40> If you have not heard back within 2 weeks after the application deadline, please send a follow-up email to recruitment@marketshareassociates.com. We want to make sure no emails getting lost in cyberspace!