

Position Name:
Learning Specialist, Uganda

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. 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?

Who we want:

MSA seeks a talented professional with exceptional experience as a **Learning Specialist** to work as an integral part of an appreciative, collaborative team to design, develop, deliver, and evaluate learning activities that foster continuous improvement and innovation in professional and organizational development. The position will be based in Moroto, Uganda. This position is for a recently-awarded United States Agency for International Development (USAID)-funded project. Working closely with the implementation team and reporting to MEL Director and the MSA MERL Lead, the Learning Specialist will play a critical role in the project's success. The Learning Specialist will guide the project through an adaptive, **evidence-based approach** to project activities, in which monitoring and evaluation findings rapidly feed into project learning and decision-making. The position is responsible for **supporting a series of learning and adaptation focused activities**. The position will also be responsible for incorporating a variety of methods and innovative approaches to design learning activities that engage WFS staff and participants and promote an effective learning environment across interventions. ensuring that project results meet a high standard for rigor.

Specific responsibilities include:

- Support the technical team to articulate the anticipated causal logic of project interventions, including through creating results chains.
- Contribute to the development, refinement, and implementation of the WFS learning agenda.
- Contribute to the development and periodic updating of the project's collaborating, learning and adapting component of the AMELP and / or strategy, as applicable.
- Conduct research to answer WFS learning questions, through key informant interviews, focus group discussions, and analysis of project-generated and secondary data.
- Drawing from monitoring data and evidence, provide guidance on the design, implementation, and adaptation of innovative market development approaches applied to the various market segments targeted by the program
- Build the processes and culture in the project to implement the CLA strategy and take an adaptive and predictive orientation
- Develop and apply quasi-experimental and other methodologies for rapid testing of multiple pilots simultaneously with appropriate statistical rigor
- Analyse quantitative and qualitative data, using tools such as statistical software as appropriate and contribute to the documentation and dissemination of learning products, including case studies, best practices, and lessons learned, to inform program design.
- Foster effective collaboration among staff and external stakeholders

- Contribute to the project's results measurement system and team, including supporting data quality assurance efforts
- Contribute and/or support analyses and evaluations of interventions and the target market systems
- Package and disseminate learning to key stakeholders
- Work closely with the Knowledge Management and the Communication team to establish a knowledge management system that supports project learning.
- Develop and deliver written materials and briefings on learning-related findings, recommendations, methods, tools, and approaches.
- Regularly consult with the MEL Director to identify key CLA priorities and plan and develop relevant CLA activities, and develop and facilitate workshops, learning conversations, and other knowledge-sharing opportunities for project staff and external stakeholders.
- Provide technical assistance and capacity building to project teams and partners on learning approaches, tools, and methodologies, including participatory approaches to learning and adaptation.
- Collaborate with internal partners, external partners, and consultants to leverage expertise and resources for learning initiatives.
- Provide guidance to project teams to design and adapt interventions based on evidence, including existing literature, secondary and project-generated data, and lessons learned from within WFS or other relevant activities.
- Support project teams in applying adaptive management principles to respond to emerging challenges, test assumptions, and adjust strategies in real time based on evidence and learning.
- Stay informed about emerging trends and best practices in learning and development and incorporate innovative approaches into organizational learning initiatives.
- Contribute to deliverables as delegated, including annual work plans, quarterly/annual progress reports, strategies and action plans, ensuring timely, high-quality delivery and compliance with donor reporting requirements.

Required qualifications:

- Bachelor's degree in international development, development studies, social sciences, implementation science, monitoring and evaluation, or a related field.
- Minimum of five years' work experience in strategic learning, knowledge management, qualitative and/or quantitative research, communications, and/or M&E in a development context'.
- Strong understanding of Collaborating, Learning, and Adapting (CLA) principles and approaches, with experience integrating CLA into project design and implementation.
- Experience using results chains or other methods to visualize intervention theories of change

- Excellent qualitative and quantitative skills with a very good grasp of statistical methods and small sample designs, including data analysis. Proficiency in statistical software (such as R, STATA, SPSS) preferred.
- Strong ability to design and conduct qualitative research that addresses project learning priorities
- Demonstrated ability to design and facilitate trainings, meetings, and workshops
- Experience with private sector development, market systems facilitation and/or other economic development approaches (e.g., economic strengthening, inclusive business)
- A positive, collaborative attitude, and ability to build the capacity of colleagues and partners in monitoring, learning, and adaptation
- Excellent English written and oral communication skills
- Excellent ability to collaborate with and influence colleagues to ensure that monitoring findings are used
- Advanced computer literacy, including strong Excel and PowerPoint skills
- Capacity to take initiative and be a self-starter
- A passion for learning, investigation and for working in economic development
- Adept at developing and sustaining high-level relationships.
- Strong team player and consensus builder.

Desired qualifications:

- Experience working in at least two of the sectors – agricultural livelihoods/food security, water supply, WASH, access to finance, nutrition, and natural resource management/environment
- Experience working on USAID-funded projects or other bilateral or multi-lateral funded projects
- Masters degree in international development, development studies, social sciences, implementation science, monitoring and evaluation, or a related field.
- Solid understanding of systemic approaches to learning and adaptation
- Experience applying the DCED Standard for Results Measurement

Other information:

This position is anticipated to start in December 2024.

Application details:

Please apply as soon as possible if interested. To apply, please send your application through <https://marketshareassociates.bamboohr.com/careers/52> Applications will be accepted until the position is filled.