



Position Name: In-country Collaboration, Learning and Adaptation (CLA) expert (Project Consultant)

Location: Ghana

Expected starting date: February 3, 2025

Average level of effort: Up to 100 days over one year

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 roof.

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 experience 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 professional with substantial experience as a **Collaboration, learning, and adaptation (CLA) expert based in Ghana** to work as an integral part of a team to design, develop, deliver, and evaluate learning activities in a USAID-funded project that aims to promote trade and investment in agribusiness, exports, and environmentally sustainable business ecosystems in Ghana. The CLA expert 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**. Critically, the consultant will be responsible for incorporating a variety of methods and innovative approaches to design fit-for-purpose learning activities that engage partners (project staff, private & public sector partners, local research firms, etc.) and promote an effective learning environment across interventions, ensuring that project results meet a high standard for rigor.

MarketShare Associates's role is to strengthen the design and administration of a collaborating, learning, and adapting (CLA) strategy to gather and share evidence on which strategies work to promote trade and investment in agribusiness, promotion of exports, and improving environmentally sustainable business ecosystems in Africa. The first initiative will be to support the project team in Ghana in developing and implementing their CLA strategy and interventions.

The position will be **based in Ghana** and will involve in-country travel to project locations.

Specific responsibilities include:

The following is an indication of the expectations from the role, this is subject modification based on requirements of the program.

- Develop and drive the implementation of a Collaboration, Learning, and Adaptation (CLA) strategy, including a clear set of prioritized learning questions.
- Drive the development of tools, guidelines and resources to support CLA integration within the program.
- Conduct research to answer partner's learning questions, through a mixed methods approach through key informant interviews, focus group discussions, and analysis of project-generated and secondary data.
- Build the processes and culture of learning across the partner's portfolio,
- Design and coordinate high-quality learning interventions such as pause and reflect sessions, multi-stakeholder workshops, learning events, partner learning visits, etc.
- Build the learning capacity of the project team and partners in utilizing CLA principles and practices.
- 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 the targeted project or other relevant activities.

- Develop high-quality, user-friendly learning products with strong communication elements that deliver key messages and data designed to influence the target audience.
- Produce high-quality progress and learning reports for the client as required.
- Proactively coordinate any research work to be implemented locally through local research firms to ensure high data quality standards.
- Develop and maintain systems for effective information sharing and communication.

Required qualifications:

- Bachelor's degree in international development, development studies, social sciences, implementation science, monitoring and evaluation, or a related field
- Minimum of ten years' work experience in strategic learning, knowledge management, qualitative and/or quantitative research, communications, and/or M&E in a development context
- Strong understanding and practical experience of Collaborating, Learning, and Adapting (CLA) principles and approaches, with experience integrating CLA into project design and implementation
- 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, including learning-oriented events such as pause and reflect sessions
- 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 trade, as well as one of the following thematic areas: catalytic capital, climate finance, MSD, agribusiness, food security, women economic empowerment
- Experience working on USAID-funded projects or other bilateral or multi-lateral funded projects
- Solid understanding of learning and adaptation approaches to private sector engagement
- Experience applying the DCED Standard for Results Measurement

Application Details:

Applications will be considered on a **rolling basis**, and interested candidates are encouraged to apply early. To apply, please click on the job link –

<https://marketshareassociates.bamboohr.com/careers/54> 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 get lost in cyberspace!