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| **ROLE PROFILE: Director, Evidence and Learning** |  |
| Position Title:  | Director, Evidence and Learning |
| Position ID: | 520458895-copy |

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| **Team** | Evidence and Learning | **Grade** | M5 |
| **Reports To (Title)** | Chief Impact and Influence Officer | **Contract Length** | Permanent |
| **Location** | Any existing SCI office location | **Time-zone** | Any |
| **Languages** | English | **Headcount** | 1 |

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| **Team and Job Purpose** |
| **Team purpose*** Co-own delivery of the Digital, Data & Evidence enabler
* Ensure E&L standards, tools, and capability are in place and embedded across countries to generate, communicate and use evidence
* Support the Movement to produce insights and learning to inform and elevate programme quality, influencing and thought leadership
* Lead on global standards and research/evaluation agenda in line with global strategy
* Connect our thematic portfolios in country offices with global thought leadership and strategic partnerships
* Shared accountability for Global TE architecture & and I&I leadership and DEI commitments.

**Role purpose**To lead the Evidence and Learning agenda and team, ensuring that robust standards, tools, and capabilities are established and integrated across countries to cultivate and apply evidence. The role supports the organisation in generating insights and learning to enhance programme quality, influence, resource mobilisation and thought leadership while driving global standards and research agendas aligned with our global strategy. This role focuses on driving high-quality MEAL architecture, tools, practices, capabilities and culture of impact across country offices with effective capacity strenghtening strategies in line with Save the Children impact agenda and the Global Indicators initiative. Additionally, this position collaboratively shapes the Innovation and Impact strategy, ensuring our work is locally led and globally connected and anchored in equity, diversity, and inclusivity principles to better fulfil our mission. |

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| **Principal Accountabilities** |
| * **Lead the development and implementation of a comprehensive global evidence and learning strategy and agenda** in line with Save the Children Global Strategy and Theory of Change, including with key inter-agency and external research agendas.
* **Ensure rigorous MEAL frameworks, standards, policies, procedures, and tools are in place across SCI entities and implemented** to measure and analyse the outcomes and impact of our programmes and influencing interventions, drive accountability and inform decision-making. Guide and monitor the way in which evidence and learning roles are staffed and trained across country offices.
* **Determine and ensure high quality monitoring, evaluation, research, context analysis, and learning** practices used in programs and influencing are in line with Save the Children and sector standards.
* **Lead knowledge sharing and capacity strengthening efforts with a focus on Country Offices** to strengthen our cadre of MEAL staff and leverage high-quality evidence and knowledge to enhance impact.
* **Champion and promote a culture of learning and continuous improvement**, fostering innovation and leveraging data to enhance the impact of our programmes across diverse contexts within Save the Children.
* **Facilitate the identification, communication, and application into programs of relevant lessons and evidence** from Save the Children and other sources including working with programs and influencing leaders on proposals development and new business opportunities.
* **Ensure alignment with our locally led commitment** by developing and improving methods to involve communities, children and young people in monitoring, research, evaluation, and the design and delivery of program and influencing interventions, lifting up local voices and perspectives.
* **Digest and make available insights** in a way that is accessible to, and can be applied by, team members for influential storytelling and influencing.
* Contribute to efforts to diversify I&I team and build a culture of inclusion, allowing all voices to be heard equally and difference to thrive.
* **Champion the implementation of Prime** ensuring it’s embedded across COs and used in line with Save the Children programming and influencing approach, impact agenda and the global indicators initiative.
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| **Budget** |
| Yes |

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| **People Management Responsibility** (direct/indirect reports) |
| Number of people managed in total: 46Manager of a team: YesTeam Manager (manager of multiple teams): Yes |

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| **Size of Remit** |
| Global |

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| **Travel Requirements** |
| International travel required: YesPercentage of required for travel: Up to 20% |

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| **Key Relationships** |
| **Internal** (excluding direct team and manager)* Country/National Office staff (CDs, SMT, PDQ/ACCM/Ops Directors, TEs) Members and Global Leadership teams; Global team functions.

**External*** Member States, strategic partners across humanitarian and development sector
* Save the Children Members & Governance
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| **Competencies** |
| Cluster: LeadingCompetency: Leading and inspiring othersLevel: Leading EdgeBehavioural Indicator: Creates and engages others in a shared vision and strategy that will deliver more for children.Cluster: LeadingCompetency: Developing self and othersLevel: Leading EdgeBehavioural Indicator: Takes responsibility for helping to build organisational capabilities to meet current and future challenges.Cluster: ThinkingCompetency: Innovating and adaptingLevel: Leading EdgeBehavioural Indicator: Drives innovation and breakthrough solutions to improve outcomes for children.Cluster: ThinkingCompetency: Problem solving and decision makingLevel: Leading EdgeBehavioural Indicator: Explores and analyses external trends and their potential impact on strategic choices.Cluster: EngagingCompetency: NetworkingLevel: Leading EdgeBehavioural Indicator: Aligns and builds networks and alliances to reflect global shifts and opportunities.Cluster: EngagingCompetency: Communicating with impactLevel: Leading EdgeBehavioural Indicator: Delivers influential advice and briefings to internal and external audiences to build the call for action. |

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| **Experience and Skills** |
| **Essential**1. Significant experience in setting and applying Country Offices MEAL frameworks, processes and standards across programs cycle and proven track record in leading capacity strengthening to drive high quality evidence and learning agenda and ensure continuous improvement to streamline these processes
2. Experience in leading systems and approaches to drive impact at scale tracking across a global organisation with adapatability and ambiguity
3. Extensive experience and proven track record in leading high-quality research and evaluation agenda development and delivery in line with a global strategy
4. Cultural Leadership: Leads by example, embodying the organization’s values and fostering a culture of inclusion, integrity, respect, empathy and excellence.
5. Visionary Leadership: Demonstrates the ability to articulate a compelling vision for the future, inspiring and motivating teams to achieve ambitious goals.
6. Motivational Communication: Exceptional communication skills with the ability to inspire and engage employees at all levels, fostering a sense of purpose and commitment.
7. Positive Influence: Creates a positive and inclusive work environment that encourages collaboration, innovation, and high performance.
8. Proficient Experience: in designing and implementing MEAL strategies across various levels of an organisation with dedicated experience leading country or regional MEAL agenda.
9. Significant Experience: leading monitoring, evaluation, and research activities within a non-profit, ideally within an international context.
10. Extensive Experience: in senior MEAL positions including at country or regional levels with demonstrable results in organisational learning, thought leadership, and evidence-based program improvement and influencing.

**Desirable*** Stakeholder Engagement: Considerable experience engaging with diverse stakeholders, including community members, children, and young people, to incorporate their voices in MEAL activities.
* Innovative Thinking: A track record of fostering innovation and continuous improvement in multiple contexts.
* Influence – Proven track record in influencing outcomes without direct authority through collaboration & challenge
* Inclusivity and Equity: A passion for promoting diversity, equity, and inclusion and ensuring these principles are integrated into all aspects of MEAL .
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| **Education and Qualifications** |
| **Essential*** Advanced Degree: A post-graduate degree (Masters or PhD preferred) in a related field such as international development, social sciences, Planning & Statistics, with a specialization in Research and Evaluation

**Desirable*** Recognised Certification: Certification in Monitoring, Evaluation, Accountability, and Learning (MEAL) and in research, evaluation methodologies is highly desirable.
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| **Safeguarding** |
| We need to keep children and adults safe so our selection process includes rigorous background checks and reflects our commitment to the protection of children and adults from abuse.Level 3: the post holder will have contact with children and/or young people either frequently (e.g. once a week or more) or intensively (e.g. four days in one month or more or overnight) because they work country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff. |

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| **Diversity, Equity and Inclusion and Equal Opportunities**  |
| Diversity, Equity and Inclusion is core to our vision, values and global strategy. Save the Children is committed to creating a truly diverse, equitable and inclusive organisation, and one which will support us in our vision to ensure every child attains the right to survival, protection, development, and participation.   We are committed to equal employment opportunities, regardless of gender, sexual orientation, race, colour, ethnic origin, nationality, disability, marital or civil partnership status, gender reassignment, pregnancy and maternity, caring or parental responsibilities, age, or beliefs and religion. We are committed to diversifying our staff to better represent the communities we serve and actively welcome underrepresented groups to apply.  Reasonable adjustments will be made should any candidate invited to interview require this.     |

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| **Version Control and Approval** |
| Version | Date | Author | Reviewer | Approver |
|  | 13/09/2024 |  | Rotimy Djossaya | Rotimy Djossaya |