



Position Name:

Senior Specialist, Monitoring, Evaluation and Learning

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 across our two practice areas:

- Advisory
- Monitoring, Evaluation and Learning

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

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?

new 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 a very strong background in monitoring and learning. The position will report directly to, and work closely with, the MEL Practice Lead.

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

We are looking for someone who finds fulfillment in:

- **Finding ways to do MEL work differently and better.** We're here to do development differently – more empowering, more systemic, with more proof. We pride ourselves on being able to develop new approaches to old problems. 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. This position will need to stay abreast of the latest thinking in the field of monitoring, evaluation and learning, as well as economic development and systems strengthening programs. This means being connected to the latest developments and applying these in your work. Our MEL team feels comfortable thinking outside the box, applying innovative approaches and pushing the boundaries of what seems possible – and so should you.
- **A MEL focus on learning and utilization.** 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 their data. We need people who enjoy distilling complex approaches into simple and practical activities to match on-the-ground realities. This means you see good data as a means to an end, a means to influence interventions, to influence policy, to change practice and a means to create more meaningful social impact for all.
- **MEL thought diversity.** We are mission-driven and love applying systems-thinking to our work. Yet, we are not dogmatic and tailor our approaches to solutions that work best for our clients and draw from various development fields and MEL perspectives. A great fit for the team is someone who can apply creative solutions from a diversity of MEL approaches and enjoys adapting approaches to new contexts.
- **Embracing complexity and adaptation.** We work on a lot of projects that measure changes at the systems level. We love this work. In order to actively do this work, you likely enjoy seeing the bigger picture of your work, thrive in complex environments, but have the ability to quickly distill complexity into useful tools and systems in order to get things done. You also enjoy helping those around you to digest complexity and help them navigate how they can practically play their part in achieving the project's MEL goals.

- **Ensuring high quality work.** We believe in what we do. Our work and productivity reflect our passion. We want another team member to believe the same! Giving and receiving constructive feedback is a key skill on this team.
- **Being a research nerd.** We want someone to join the team who loves quantitative and/or qualitative research. This person loves designing research instruments, conducting fun interviews and focus group discussions in-country, and all of the deep analysis that follows.
- **Driving forward and securing client relationships and new partnership opportunities.** 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 running MEL workshops with teams, discussing and bringing your point of view to the table with clients in higher positions of power. Previous experience having led on an assignment including leading the client relationship aspect would be preferable.
- **Working in a rapidly expanding company.** Our company is small, but we are growing rapidly. If you enjoy fast pace working environments and strategizing how to take a company to the next level, we are a good fit.

Requirements:

- At least 6+ years of relevant professional experience
- Very strong experience designing and implementing monitoring and learning systems that meet high standards of rigor
- Proven experience with MEL on an economic growth, private sector development, competitiveness and/or market systems-development focused projects
- Demonstrated capability to mentor and comfort building capacity of MEL teams
- Experience conducting MEL work on USAID-funded projects
- At least one year of experience living and working on monitoring systems in a developing country
- Demonstrated competencies in mixed-methods design and strong technical writing 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
- Bachelor's degree in economics, international development or related field

Other desired characteristics:

- Graduate degree in international development, economics 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

Other Information:

This is a salaried, full-time position reporting to the MEL Practice Lead, based in Denver, Colorado or Washington, DC.

The salary range for this position is: \$60,000 – 90,000 USD based on previous experience and capability.

Application Details:

Deadline to apply is November 30, 2019. 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 MEL" 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) What do you see as the most important function of Monitoring, Evaluation and Learning in international development?
- 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?