

## Head of Research and Evaluation

**Location:** Any country where the candidate has work authorization, we will however give higher preference to candidates from our operating regions of Sub-saharan Africa and South Asia.

### Role Summary

We are looking for a curious and passionate Head of Research and Evaluation to establish and lead our research and evaluation agenda globally. This person will strengthen the approach to action research as well as develop the Kizazi's approach to evaluating the impact of breakthrough whole-school transformation programs and system change programs around the world. Working collaboratively with our local partners, they will bring together tools and methodologies in contextually relevant and restorative ways. Having a human-centred approach and experience with both quantitative and qualitative methods of research will be required to develop a comprehensive approach to building local evidence. The post holder will enable Kizazi to capture and communicate the impact of breakthrough schools.

The Head of Research and Evaluation will work closely with other members of Kizazi's team and a wider network of practitioners around the world to develop a human centric, trauma informed approach to research that is responsive and restorative to contexts of adversity and poverty.

### Context

Kizazi is a global non-profit organization which works with local NGOs and governments to develop and spread new models for schools in under-resourced contexts. It has been developed by former leaders from Teach For All and Teach For India and its current core partnerships are in South Asia, West Asia and Africa.

Our work at Kizazi to develop breakthrough school models recognizes the importance of developing broader student outcomes and for education to be truly responsive to the context of the world and more specifically the context of children in the communities we serve. We know that education and schools today need to acknowledge and respond to the conflict, discrimination, trauma and adversity that children growing up in poverty endure.

### Outcomes

The long-term impact of this role will be seen in enabling Kizazi to capture impact, and develop a local and global evidence base to further the practice of contextual, whole child and whole school approaches to education.

The near-term outcomes of the role will be to build the approach, tools and systems to research and evaluate the impact of programs implemented by our local partners in different contexts.

### Responsibilities

The Head of Research will develop the approach & strategy for Kizazi's research and evaluation. They will build a team and develop the partnerships to facilitate research in local contexts as well as develop the public goods to be shared with global education practitioners. The responsibilities include:

- Develop the overall research & evaluation strategy for Kizazi's work in breakthrough school models across the Global South with a two fold objective
  - Supporting local partnerships to capture and communicate their impact

- Generating public goods with a supporting evidence base to advance the global conversation around breakthrough school models
- Conduct secondary research across disciplines to develop an evidence base and community of global practitioners in measurement of:
  - Holistic learning (eg. academics and 21st century skills)
  - Wellbeing and social emotional learning
  - Whole school transformation & evaluation
- Create and curate tools for monitoring, evaluation, research, and learning including research questions, tools, protocols by bringing in methodological rigour and operational feasibility thereby developing
  - Globally relevant frameworks
  - Quantitative & qualitative mixed methods research design
  - Contextualised tools & instruments
- Conceptualise and Implement multi-year research projects with local partners that answer learning questions critical to Kizazi, have policy relevance for global & local systems and generate evidence to support program solutions globally and locally
  - Piloting and testing tools
  - Collecting, managing, and analysing quantitative and qualitative data.
  - Ensuring data robustness
- Share findings and generate discussions around research findings in simple, accessible formats by
  - Co-publishing reports, papers and articles in peer reviewed journals and other platforms relevant to the global education sector
  - Co-presenting findings and facilitating learning around findings at conferences
- Integrate an action research methodology in Kizazis way of working by
  - Leading capacity building within Kizazi
  - Creating tools and processes that can be used during program design and implementation
- Collaborate with external partners where required on data and technology solutions
  - Identify and establish partnerships with experts in research, data and evaluation for the Global South
  - Continuously evolve the approach to contextualised research and evidence generation with guidance

## Person Specifications

Area		Essential/ Desirable
Experience	● Experience in conducting quantitative or qualitative research in education or other social sector programs in low and middle-income countries or other transferable skills and contexts.	E
	● Deep understanding in at least <b>one</b> area across gender & sexuality, mental health, diversity and inclusion, marginalization, poverty, adversity, trauma studies	E
	● Experience in developing & conducting qualitative & mixed methods research projects including conducting and analyzing	E

focus groups, interviews, behavioural observations, etc

- Experience analyzing and presenting data & qualitative evidence visually and in writing to various internal and external stakeholders E
- Experience in conducting and using workshops, story telling, interviews and other person centric techniques for data collection D

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Skills & Abilities	<ul style="list-style-type: none"> <li>● Outstanding critical thinking and design skills and experience in successfully solving complex and dynamic problems E</li> <li>● Excellent planning and project management skills D</li> <li>● Ability to develop highly usable tools and systems, and oversee their effective implementation E</li> <li>● Excellent communications and visual design skills, understanding of user friendly design D</li> <li>● Ability to deeply understand diverse cultural contexts &amp; adapt based on needs D</li> <li>● Ability to facilitate and consult with diverse groups D</li> <li>● Ability to communicate complex ideas to non technical people/audiences/partners E</li> <li>● Ability to support &amp; build capacity on analysis of quantitative &amp; qualitative evidence as well as supporting the writing of insights and reports</li> </ul>
Knowledge	<ul style="list-style-type: none"> <li>● Expertise in research methodologies and techniques, including quantitative and qualitative approaches. E</li> <li>● Educational assessment design and psychometrics D</li> </ul>
Personal Attributes	<ul style="list-style-type: none"> <li>● Comfort in working to meet deadlines with strict attention to accuracy E</li> <li>● Adept at working independently with minimal support E</li> <li>● Comfort working in ambiguous, complex and changing environments of a start-up E</li> </ul>

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While these are the specifications we are looking for in the person, we also believe that no one meets 100% of the listed qualifications. We are less concerned about whether you've done everything on a list of specific things and more interested in cultivating a diverse pool of candidates who have prior experience in a relevant role and who want to join a connected, mission-driven, hard-working team driven by equity.

### Contractual Details

**Hours** Some unusual hours are to be expected given the virtual, global nature of the work.

**Compensation** Salary for this position is competitive and depends on prior experience & location

### How to apply

You can apply by completing this [Google Form](#)

Last date to submit application: 31st October, 2023



## Other

We welcome applications from all sections of the community. Kizazi is an equal opportunities employer and in line with our policies, we aim to ensure that no job applicant receives less favourable treatment on the grounds of race, colour, nationality, religion, ethnic or national origin, age, gender, marital status, sexual orientation or disability.

Kizazi values diverse experiences and voices across multiple dimensions and is committed to cultivating a culture where all people count, feel they belong, and are valued for their contributions.

Kizazi is committed to safeguarding children. Background checks may be conducted as part of the hiring process. All team members are asked to agree to a safeguarding policy.

You can write to [romana.shaikh@kizazi.org](mailto:romana.shaikh@kizazi.org) in case of any queries.