

JOB PROFILE

Job Title:	Head of Research & Evidence
Place of Work:	Remote_(UK or Kenya)
Grade:	C
Reports to:	HLA Deputy Director Engine 2: Transformational Response
Line management responsibility:	Yes
Budget Responsibility:	Yes
Child Protection Level:	Level 1

Background

The number of children requiring humanitarian assistance is rising as the climate crisis, entrenched conflict, and fragility, forced migration and infectious diseases all lead to an increase in the frequency, duration, and severity of catastrophic events. With needs continuing to grow and rapidly outpacing available resources, humanitarians around the world are once more forced to do more with less. Recognising the changing humanitarian risk landscape, the need to stay relevant, and to step up for greater impact, Save the Children has adopted a bold vision for the future of its humanitarian work and as part of this, there is an important role for SCUK to play in identifying and supporting next-generation collaborative initiatives that will ultimately deliver impact for disaster-affected children and their families.

The Humanitarian Leadership Academy as part of SCUK's humanitarian department provides high-quality humanitarian capacity strengthening for the movement, as well as the wider sector, as part of our shifting the power agenda. The Humanitarian Leadership Academy's mission, as a team within the humanitarian department, is to enable people around the world to prepare for and respond to crises in their own countries, by providing quality learning opportunities. The HLA's approach spans from focused needs-based learning in countries hit by crises to the huge international reach of our learning platform, Kaya. They are a global team that has a full suite of in-house skills to provide and develop the offer; technical and learning experts, platform specialists, a digital and design studio, communications support and more. The HLA enables SCUK to offer the most effective and impactful humanitarian capacity strengthening resource for both the Save the Children movement, the wider humanitarian sector and beyond.

Job Purpose

This role will head up the research and evidence function of the HLA which is responsible for demonstrating the impact of best practice to influence change in the sector/ partner organisations and to enable the HLA to strongly influence and support the localisation agenda.

The purpose of this role is to position the HLA as the thought leader in humanitarian learning, using robust evidence and research to shift policy and practice across the sector. The role will provide key understanding of emerging and future trends within the sector from a capacity strengthening & learning perspective and provide strategic direction of the HLA's resulting focus. Internally, the role will strengthen our impact and evidence work at portfolio level, through systems strengthening and strategic technical support. This role will drive change in our data management and the team's culture and practice in relation to the role is accountable for understanding and improving the HLA's results for learners and partners and overall impact of the team's work.

Key accountabilities

As line manager overseeing research and evidence

- To be a leading external voice in the humanitarian sector articulating the latest thinking and developing research and evidence that pushes new boundaries of knowledge and best practice.
- Accountable for identifying and delivering research products and lead the development of the Impact and Evidence strategy that enables the HLA to evolve its response to humanitarian needs and developments in the capacity strengthening ecosystem.
- Responsible for strengthening and expanding the HLA's reputation as a thought leader and influencer with global stakeholders, ensuring this is grounded on an effective approach to tracking and communicating the impact the team are achieving within the humanitarian and international development sector.
- Responsible for fostering an improved understanding of and support for the use of evidence within HLA and the wider Save the Children movement, through advice, guidance, support, demonstration, and promotion of learning and ensure clear communications strategy for this.
- Accountable for supporting the development of skills and knowledge across our teams to optimise engagement with and application of MEAL systems.
- Develop and manage strategic research and evidence partnerships and strengthening existing networks.
- Accountable for a robust and embedded data management platform and information systems to monitor and track internal insights, understand and learn from the impact of our work against our strategy.
- Strategic lead for embedding the HLA's Theory of Change within the team
- Represent the HLA in public forums and contribute through wider thought leadership on strategic areas of the HLA's work

As a member of the HLA's Management Team

- Represent the Academy in public forums and contribute through wider thought leadership on strategic areas of this body of work, to include but not limited to advocating for the professionalisation of learning in the sector.
- Lead and manage a team of people, ensuring the development of an inclusive and supportive environment, strong and effective ways of working which motivates and encourages innovation and creativity across the team. Continue to embed a team culture and develop strong ways of working across the new team and ensure clear and accountable governance mechanisms are in place.

- Develop and build strong relationships with a cross section of stakeholders, including decision makers' influencers and partners, within the Save the Children movement and internal and external to the wider humanitarian sector.
- As a member of the Management Team within the Academy, and alongside the other Heads of Teams, ensure that there is a sense of collective responsibility to draw upon the resources and expertise across all teams to drive forward sustainable, yet ambitious growth across the unit and that supports the localisation agenda. In addition, support and encourage strong working relationships with other stakeholders and key partners across the sector, ensuring effective collaboration and mutual support to enable effective planning and delivery of the value proposition.

Person Profile

Competencies

- Applying technical and professional expertise
- Delivering results
- Communicating with impact
- Working effectively with others

Person specification

The ideal candidate will have proven/significant experience in identifying and leading research initiatives that informs locally led action, strengthening research and evaluation capability and driving forward Monitoring, Evaluation, Accountability and Learning projects within humanitarian, international development sector. They will be an expert in delivering and actioning Research, MEAL and Impact strategies and a thought leader on being able to provide key understanding of emerging and future trends within the sector from capacity strengthening and learning perspective. They will have strong leadership and collaborative skills with a proven ability to work with colleagues to understand stakeholder needs, inspire others to support and deliver strategic tasks and secure cross-team management for delivery.

Essential:

- Substantial experience in delivering Research and Monitoring, Evaluation, Accountability and Learning projects within humanitarian, international development and/or learning sector.
- Strong evidenced complex project management experience including cross organisational or multi-stakeholder projects ensuring that targets are met within the timeframe and budget set
- Significant experience in a senior managerial position
- Strong leadership and collaborative skills with a proven ability to work with colleagues to understand stakeholder needs, inspire others to support and deliver strategic tasks and secure cross-team engagement for delivery.
- Strong interpersonal as well as presentation skills, with a strong ability to communicate and influence effectively and with impact, and to adapt style for a wide range of audiences with diverse backgrounds and at all levels.

- Strong analytical skills and an understanding of a range of methods for rigorous and ethical research, monitoring and evaluation. Experience of quantitative methods is an advantage.
- Experience of working on MEAL systems, policies, procedures and/ or tools beyond individual projects (e.g. at country/ regional/ organisational level).
- Technical assistance and training experience in MEAL, particularly in international development or humanitarian contexts
- Highly effective in influencing, negotiating and networking with proven ability to solve problems and make challenging decisions based on strategic and effective use of evidence
- Experience of positive team management enabling all team members to develop and to ensure maximum success of the whole team.