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| **General role information** | |
| **Job Title:** | Associate Director - Impact and Analytics |
| **Reporting to:** | Director of Evidence & Impact |
| **Salary Band:** | BG11 |
| **Notice period:** | 3 months |
| **Budget Responsibility?** | No |
| **Direct Reports?** | Yes |
| **Client facing role?** | No |
| **Introduction:** | |
| **MSI Reproductive Choices is one of the world’s leading providers of sexual and reproductive healthcare**. We believe that everyone should have the right to choose. From contraception to safe abortion and life-saving post-abortion care, we are committed to delivering compassionate, affordable, high-quality services for all. We know that access to reproductive choice is life changing. For some, it can mean the ability to complete an education or start a career. For others, it means being able to look after the family they already have. For everyone, it means the freedom to decide their own future, creating a fairer, more equal world.  Today, our organisation has over 9,000 team members working in 36 countries across the world. Our success lies in the fact that MSI teams are locally led, entrepreneurial and results-driven, and are passionate about delivering high quality, client-centred care in their own communities. As a social business, we focus on sustainable delivery, efficiency, and funding models that are built to last, so that the women and girls we serve today will have a choice in the future too.  **The Evidence and Impact Team,** housed within MSI’s Technical Services Department, is a powerhouse of strategic insight and innovation. As a trusted thought partner to country programmes and global teams, the team plays a critical role in unlocking the full potential of data and evidence to drive smarter, more impactful programming.  From transforming routine data into actionable insights to designing and delivering high-impact research studies, the team ensures MSI’s work is not only effective but continually evolving. Whether it’s guiding programme performance, shaping new innovations, or influencing sector-wide thinking, the Evidence and Impact Team stands at the forefront—turning evidence into action, and data into real-world impact for sexual and reproductive health and rights. | |
| **The role** | |
| **Job Purpose:** The Associate Director leads MSI’s impact modelling and analytics, showcasing the measurable health, economic, and social value of investing in sexual and reproductive health and rights (SRHR). This role is central to demonstrating and communicating the impact of MSI’s services in sector.  **Measures of Success:**   * Lead high-performing analytics teams to consistently deliver timely, high-quality technical outputs that enhance MSI programme effectiveness and efficiency. * Forge strategic partnerships and represent MSI with authority in global forums and technical working groups, advancing the evidence base on SRHR investment impact and developing innovative future impact models. * Deliver robust impact estimates and cost-effectiveness analyses that attract funding and drive strategic investments. * Effectively communicate MSI’s value to diverse stakeholders—including donors, policymakers, and partners—through compelling, data-driven presentations and storytelling. | |

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| **Key Responsibilities** | |
| **1. Impact Measurement & Evidence Generation**  Core Analytics Function:   * Lead the design and application of innovative models that connect SRHR outcomes to broader global priorities—such as climate resilience, economic development, and gender equity—and estimate the health, demographic, and economic impact of MSI’s services. * Develop new ways to measure and improve impact measurement tools (e.g., Impact 3) to assess and communicate programme effectiveness. * Conduct rapid, high-quality analytics using routine service data and global datasets (e.g., DHS, PMA) to produce timely, actionable insights for decision-makers. * Develop robust cost-effectiveness and value-for-money analyses to support strategic investment and advocacy.   **2. Strategic communication & Influence**  Evidence Translation & Stakeholder Engagement:   * Translate complex analytical findings into clear, compelling narratives tailored for donors, partners, and policymakers. * Deliver high-impact presentations that build persuasive, data-driven investment cases for SRHR programmes. * Represent MSI in high level global forums and technical working groups to shape and advance evidence-based SRHR policy. * Collaborate across MSI teams to package and promote evidence that reinforces MSI’s value proposition and strategic impact, presenting findings and recommendations to MSI Executive Team. * Drive thought leadership by communicating programme impact, cost-effectiveness, and innovation through high-quality outputs and strategic engagement.   **3. Organisational Impact & capacity building**  Team Leadership   * Lead and inspire the Impact and Analytics team, cultivating a high-performing, collaborative culture that embodies MSI’s values and commitment to continuous learning. * Oversee the timely delivery of all team projects, ensuring exceptional quality and rigorous technical standards across all outputs and deliverables. * Drive recruitment, onboarding, and professional development efforts for evidence and learning staff within MSI and its partners, building a strong, sustainable talent pipeline. * Enhance technical capacity across the team and wider organisation by leading targeted training and mentorship, improving the quality, utilisation, and communication of data and insights. | |
| **Key Competencies** | |
| **To succeed in this role, you’ll need the following key skills:**   * **Advanced analytical and modelling expertise**, including impact, equity, and cost-effectiveness analysis. Proficient in STATA or R and Excel; experienced in using DHS/PMA data, Interrupted Time Series, and multilevel regression. * **Deep knowledge of health impact evaluation** in low-resource settings, with proven application of rigorous methodologies. * **Strong metrics and framework development**, particularly for assessing value for money and equity. Skilled in integrated models that link population, environment, and economic outcomes across sectors. * **Exceptional communication skills**—written, verbal, and visual—with the ability to translate complex data into persuasive, accessible narratives for donors, policymakers, and partners. Confident and engaging public speaker. * **Proven stakeholder engagement**, including presenting high-level insights and actionable recommendations to global audiences. * **Excellent multitasking and prioritization**, with demonstrated agility in managing shifting demands and fast-paced environments. | |
| **Key Experience** | |
| To excel in this role, you must bring the following experience:   * **At least 10 years of experience leading evidence generation** in global health. Experience in sexual and reproductive health and rights (SRHR) is preferred, but not required. * **Proven expertise in managing complex modelling projects**, including multi-sectoral impact evaluations in low-resource and development settings. * **Recognised thought leadership**, with a strong track record of disseminating evidence—ranging from peer-reviewed publications and conference presentations to leading webinars and technical panels. * **Demonstrated ability to engage senior and diverse stakeholders**, including facilitating insight-generation sessions and steering model development. * **Experienced team leade**r, with a background in managing high-performing data, analytics, and insight teams to deliver quality outputs under pressure. * **Strong experience in donor engagement** and managing high-value projects, including strategic planning, budgeting, reporting, and delivering results. * **A track record of working effectively across cultures** and geographies, providing technical support and research guidance in complex international contexts.   **Desirable experience includes:**   * Delivering **training and capacity building** for remote teams, particularly in resource-limited or low-infrastructure settings. * Developing **technical proposals**, including the design of **logical frameworks (logframes)** and comprehensive **monitoring, evaluation, and learning (MEL) plans** aligned with donor requirements and programme goals.   . | |
| **Formal Education Qualifications** | |
| * Advanced degree in Public Health, Social Sciences, Demography, Health Economics, or a related field. * Additional qualification or formal training in impact evaluation is desirable. * Proficiency in French is highly desirable (please specify level in your application). * Additional training or qualifications in, impact evaluation and communication, data visualization (e.g., Power BI), and advanced Excel skills are an advantage. | |
| **Personal Attributes** | |
| We recruit talented, dynamic people with diverse backgrounds and experiences, all united by a belief in our mission and a focus on delivering measurable results. We’re proud to be an equal opportunities employer and are committed to creating a fully inclusive workplace, where everyone feels able to participate and contribute meaningfully. You must be open-minded, curious, resilient, and solutions-oriented, and be committed to promoting equality, and safeguarding the welfare of team members and clients alike.  **For this role, we’re looking for an individual who is:**   * **Pro-choice and mission-driven:** Brings energy, drive, and passion for MSI Reproductive Choices’ mission and values. Able to inspire others through a strong commitment to reproductive rights and MSI’s social business model. * **Highly skilled in influencing and stakeholder engagement:** Strong ability to build relationships quickly and effectively at all levels. Enjoys and is confident in high-level presentations and influencing diverse stakeholders. * **A strong self-starter:** Demonstrates initiative, independence, and a proactive approach to work and problem-solving. * **Effective at fostering a collaborative, high-performing team culture:** Enjoys working across teams, values knowledge sharing, and embraces diverse perspectives and contexts. * **Intellectually curious:** Genuinely interested in the complex intersections between SRHR and broader global challenges, and eager to explore and test innovative approaches. * **Resilient and adaptable:** Comfortable working in a fast-paced, evolving environment. Brings empathy, patience, and composure under pressure, with a strong ability to manage multiple priorities and deadlines. * **Committed to equality and safeguarding:** Actively promotes inclusion and is dedicated to the welfare and safety of team members and clients. * **Flexible with international travel and time zones:** Willing and able to travel internationally and work across time zones as needed. | |
| **Our Values** | |
| **Mission Driven:** With unwavering commitment, we exist to empower women and men to have children by choice not chance.  **Client Centred:** We are dedicated to our clients and work tirelessly to deliver high-quality, high-impact services that meet their individual needs.  **Accountable**: We are accountable for our actions and focus on results, ensuring long term sustainability and increasing the impact of the Partnership.  **Courageous:** We recruit and nurture talented, passionate, and brave people who have the courage to push boundaries, make tough decisions and challenge others in line with our mission.  **Resilient**: In challenging situations, we work together and support each other, adapting and learning to find solutions, whatever we’re up against.  **Inclusive**: We believe that diversity is a strength. We all play our part in creating a culture where every team member can thrive, feel valued and contribute meaningfully to our mission, and where all our clients feel welcome and supported. | |
| By signing below, you indicate that you have read and agree to this job framework. | |
| **Full Name:** |  |
| **Signature:** |  |
| **Date:** |  |