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| **General role information** | |
| **Job Title:** | Evidence and Impact Specialist |
| **Reporting to:** | Associate Director of Evidence and Impact |
| **Salary Band:** | BG 10 |
| **Notice period:** | 3 months |
| **Budget Responsibility?** | No |
| **Direct Reports?** | No |
| **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 Evidence and Impact Specialist drives impact modelling and analytics to showcase the clear health, economic, and social value of SRHR investments—demonstrating MSI’s transformative impact through compelling, data-driven evidence for donors and stakeholders.  **Measures of Success:**   * Deliver robust impact estimates and cost-effectiveness analyses that unlock funding and drive investment. * Communicate MSI’s value with clarity and impact to diverse audiences—donors, policymakers, and partners—through persuasive data stories and presentations. * Support high-performing analytics teams to consistently deliver timely, high-quality technical outputs that enhance MSI programme effectiveness and efficiency. | |

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| **Key Responsibilities** | |
| **1. Impact Measurement & Evidence Generation**  Core Analytics Function:   * Support the development of new models linking SRHR outcomes to broader global priorities (climate, economic development, gender equity) and to estimate health, demographic, and economic impacts of MSI's services, * Maintain and evolve impact measurement tools (like Impact 2) to quantify program effectiveness * Conduct rapid analytics using routine service data, client exit interviews and key datasets (DHS, PMA) to generate actionable insights * Develop robust cost-effectiveness analyses and value-for-money evaluations * Serve as the technical lead for donor engagement and reporting, ensuring accurate, timely, and insight-driven contributions.   **2. Strategic communication & Influence**  Evidence Translation & Stakeholder Engagement:   * Help translate complex analytical findings into clear, audience-specific narratives for donors, partners, and policymakers. * Support the delivery of presentations that build persuasive investment cases for SRHR programming. * Participate in global forums and technical working groups to contribute to evidence-based policy discussions. * Collaborate with MSI teams to package and share evidence showcasing MSI’s broader value proposition. * Assist in promoting thought leadership through clear communication of program impact and cost-effectiveness.   **3. Country programme support & capacity building**   * Support the Impact and Analytics team in cultivating a high-performing, collaborative culture aligned with MSI’s values and commitment to learning. * Oversee timely, high-quality delivery of team projects, ensuring rigorous quality assurance across all technical outputs. * Act as a key technical lead for 2–3 MSI country programmes, guiding from logframe development to turning data and research insights into impactful strategies. * Build technical capacity across the team and organisation by leading training and mentorship, enhancing how data and insights are used and communicated. | |
| **Key Competencies** | |
| To succeed in this role, you will need the following key skills:   * Advanced modelling and analytical expertise, including interpreting complex data and conducting impact, equity, and cost-effectiveness analyses. Proficient in DHS and PMA datasets, statistical software (STATA or R), and advanced Excel. Experienced with quantitative methods such as Interrupted Time Series Analysis and multilevel regression. * Deep knowledge of SRHR impact evaluation methodologies, particularly in low-resource settings. * Excellent verbal, written, and presentation skills, with the ability to craft clear, persuasive, evidence-based narratives tailored to donors, policymakers, and partners—translating complex data into accessible and compelling stories. Confident public speaker. * Proven effectiveness in stakeholder engagement, with experience presenting insights and recommendations to senior audiences. * Strong multitasking and prioritisation skills, demonstrating agility and responsiveness in dynamic, changing environments. | |
| **Key Experience** | |
| **To perform this role, it is essential that you have the following experience:**   * **At least 6 years of experience in evidence generation** and impact modelling within global health. Experience in the SRHR sector is strongly preferred, but not essential. * **Proven expertise in managing complex modelling** projects and methodologies such as multi-sectoral impact evaluations in development contexts * **Experience presenting to diverse and senior audiences** and have led meetings to facilitate insight generation and model development * **Experience with donor engagement** and high-value project management, including reporting, and delivering strategic deliverables. * **Proven ability to work effectively across cultures**, providing technical support and capacity building   **Desirable experience includes:**   * Training to remote teams especially in resource-limited settings. * Have developed technical proposals, logical frameworks (logframes), monitoring, evaluation and learning (MEL) plans. | |
| **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 commitment**: Energy, drive and passion for purpose and MSI Reproductive Choices’ mission and values. Ability and desire to inspire others with the MSI mission and values and highly supportive of MSI’s social business model. * **Highly developed skills to influence and persuade** ability to quickly and effectively build relationships with team members and stakeholders at all levels. Enjoy and confident in high-level presentations and in stakeholder engagement * **Strong self-starter** with initiative-taking attitudes * **Effective at fostering collaborative, high-performing team culture**: Enjoy collaborating across different teams and sharing knowledge. Open-minded approach to diverse perspectives and contexts * **Intellectual curiosity**: curious about complex relationships between SRHR and broader global challenges and eager to explore innovative approaches * **Resilience & adaptability**: Flexible attitude towards working in a fast-changing operating environment. Empathetic patience and thoughtfulness even in high-pressure, stressful situations, working collaboratively to find solutions. Strong ability to manage multiple tasks and effectively prioritize workload. * **Committed to promoting equality and safeguarding** welfare of team members and clients * 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:** |  |