Career Opportunity
Manager, Research, Evaluation & Learning

Reporting to: Chief Executive Officer (CEO)

Location: Islamabad

Recruitment type: Full-time

To be hired by: February, 2023

Teach For Pakistan is a national not-for-profit organization committed to creating a powerful social movement for equity and excellence in education. We enable Pakistan's best young talent to teach for two years in underserved communities and drive systemic change in education throughout their lives.

Teach For Pakistan envisions the day when every child in Pakistan will participate in an education that nurtures them to become loving, thinking and engaged citizens. To that end, we aim to grow our movement aggressively over the coming years, and are looking for team members who will work passionately and rigorously to achieve this goal.

The Role

Position Summary

The Manager, Research, Evaluation and Learning will be responsible for designing, planning, and executing research and evaluation frameworks and tools to measure the effectiveness of Teach For Pakistan's (TFP) programs as well as the organization at large. They will also be leading the research component at TFP to evaluate the impact of the program.

Additionally, the Manager, Research, Evaluation and Learning will be required to work cross functionally to understand and own the implementation of organization-wide systems and processes to drive a data-driven culture. He/She will also be managing two senior associates to lead the Research, Evaluation and Learning function.

Primary Responsibilities

● Design new systems and update existing research and evaluation systems, strategy and frameworks to assess progress on programmatic and organizational goals in line with Teach For Pakistan's theory of change.
● Manage data collection, collation processes and the development of research instruments in line with the organization's Research and Evaluation goals.
● Manage reporting systems and processes to keep internal and external stakeholders informed of Teach For Pakistan's progress and impact.

● Lead the communication on Research and Evaluation areas for all external stakeholders of Teach For Pakistan.
● Lead rigorous analysis of data generated across the organization to derive learnings about the organization's impact, progress on goals, create feedback loops and promote a culture of evidence-based decision making

The responsibilities for leading the research study/component at Teach For Pakistan (TFP) will include:
● Lead the management and design of an external research study that TFP is undertaking
● Develop and maintain a project GANTT/ work plan for the research study's implementation.
● Lead the communication and coordination among various partners associated with the study, including the research and data collection firms, government, TFP staff and other stakeholders
● Organize and provide thought-partnership on calls and meetings with research partners and stakeholders, representing TFP and providing progress updates on a routine basis.
● Respond attentively to data requests pertaining to TFP's program activities, ensuring strong data quality.
● Support the supervision of local data collection firms to ensure the timeliness and quality of the data collected for the external research study.
● Review analyses and reports and provide quality assurance of all project deliverables with support from TFP's network partner and external consultants.
● Review and identify areas for TFP to reflect and learn from to ensure that lessons are applied to the program where needed.
● Coordinate with communications and fundraising teams to effectively communicate findings and engage external stakeholders with the evaluation evidence.

The ideal candidate will have the following qualifications, orientations and experience:
● Minimum Masters in Social Sciences, Public Policy, Education, or equivalent with strong statistical analysis background
● 5-6 years of work experience with at least 3 years' experience in research
● Prior experience with managing research studies and evaluations is mandatory
● Familiarity with quantitative, qualitative and mixed-methods study designs
● Demonstrated knowledge of using quantitative and qualitative tools for analysis (Excel, Stata, R, SPSS, NVivo)
● Prior experience of managing teams
● Strong orientation of making data-driven decisions with strong critical thinking skills
● Excellent written and verbal communication skills
● Strong orientation to learn independently and quickly
● Deeply committed to social change through efforts to ensure equity in education.

Salary and benefits will be competitive and commensurate with the candidate's skills, experience, and qualifications.

To Apply, please send your applications to careers@iteachforpakistan.org by **19th February, 2023.** Since we will be hiring on an on-going basis, the applications sent in earlier will have a higher chance of selection.

Application requirements:

1. Resume
2. Cover letter
3. Sample of prior research/evaluation work (showcasing your analytical skills)

It is important to note that while you are submitting your application, you must ensure the following without which your application will not be considered:

● A generic cover letter will disqualify you from consideration. Your cover letter must address the following questions:
     o Why are you interested in working for Teach For Pakistan?
     o What specific skills, experiences, and mindsets make you a good fit for the role and the organization?
     o What challenges do you think you would face in this role and how would you overcome them?

We strongly encourage you to learn more about us at www.iteachforpakistan.org and our social media pages before you apply.

In case of any queries, please email careers@iteachforpakistan.org.