



Gender evaluation specialist 3ie, India

1. Background

The International Initiative for Impact Evaluation (3ie) promotes evidence-informed equitable, inclusive and sustainable development. We support the generation and effective use of high-quality evidence to inform decision-making and improve the lives of people living in poverty in low- and middle-income countries. We provide guidance and support to produce, synthesise and quality assure evidence of what works, for whom, how, why and at what cost. 3ie is registered as a non-governmental organisation in the United States. It has offices in New Delhi, London and Washington, DC.

3ie is inviting applications for the post of Gender Evaluation Specialist for its Evaluation Office, to be based in India (preferably New Delhi). However, for exceptional candidates, we may consider candidates based in the US or UK. We may also consider a remote working arrangement, subject to the selected candidate being willing and able to work during Indian working hours or some hours that overlap with them.

2. Summary

The evaluation specialist (ES) will lead the design, implementation, analysis and publication of impact evaluations of gender-related interventions, and provide technical leadership in the development and monitoring of outcome and impact level indicators reflecting progress towards gender equality for 3ie-supported evaluation programme. They are expected to support management of two to three evaluations of women's collective enterprises in India. They will conduct research, provide technical assistance for capacity building, and write content for publications, social media, and 3ie's website. They will also will lead and/or participate in high-level events, conferences, and workshops. They will also provide support in the preparation of proposal materials for fundraising, writing program documents, reviewing grant proposals, quality-assuring 3ie-funded studies, and managing external reviewers and consultants.

The successful candidate will have significant knowledge and experience of gender-responsive evaluations. They will have demonstrated expertise in research on gender and inter-sectional relationships that exist in women's work spaces. They will have experience translating research evidence for decision-makers in L&MICs. We are seeking a highly diplomatic and entrepreneurial individual who is comfortable taking initiative and who thrives in a matrix-managed, fast-paced environment.

New Delhi

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The ES will report mainly to 3ie's director for evaluation and will work with a team of other evaluation specialists. The ES may supervise and mentor junior staff. They will be working in a matrixed environment and will be expected to establish strong and collaborative relations with staff across all 3ie offices, with researchers and other stakeholders in the field and with 3ie members located in L&MICs. International and domestic travel is expected at approximately 10 to 20 per cent of their time, if the situation permits it.

3. Key responsibilities

3.1 Evaluation and technical assistance

- The ES will conduct gender-responsive evaluations by examining critical questions on changes in women's outcomes and gender relationships and using methods that allow women's perspectives to be shared;
- S/he will develop guidance to track progress towards gender equality to 3ie-funded evaluations and evidence programmes;
- Lead and facilitate communication with clients, partner organizations, and subject matter experts about intervention details, assumptions, program logic, preliminary models, analysis results, and policy/programmatic implications;
- Lead or contribute to 3ie strategic initiatives and partnerships, including advancing the use of gender-responsiveness in impact evaluations; and
- Provide other technical assistance to key 3ie stakeholders as needed, on topics including but not limited to capacity-building, evaluation methods and study design, database development, and evidence uptake and use.

3.2 Programme management and grant administration

- Provide programme management leadership and support for research and professional service grants and contracts to ensure the strategic, programmatic, technical, financial, and contractual integrity from project start-up through implementation and completion;
- Ensure that grant and contract implementation and spending are aligned with approved budgets, workplans and 3ie policies and practices;
- Undertake technical review of colleagues' work and draft reports, and;
- Recruit, on-board, manage, and supervise staff and consultants, as required, and mentor junior staff as needed.

3.3 Institutional advancement and communications

- Represent 3ie in evaluation and development fora, including technical working groups and donor, bilateral, and multilateral consultative groups and meetings;
- Strengthen and build relationships with 3ie's key stakeholders, including members, donors, policymakers and researchers;
- Lead and contribute to technical reports, publications, briefs, blogs, website content, and other social media on evidence programs and professional services; and
- Engage in strategic growth and diversification of 3ie initiatives to cultivate donors, develop partnerships, write technical proposals, and support innovations in programme development.

4. Qualifications, experience, and skills

4.1 Education and work experience

- A Master's Degree in social sciences with five or more years or a PhD with two or more years of demonstrated experience in conducting gender-responsive evaluations in developing countries. Candidates with research experience in South Asia will be given preference;
- Academic knowledge and research experience in programmes for gender equality in L&MICs. Candidates with research experience in South Asia will be given preference;
- Demonstrated experience of field work and data collection (qualitative or quantitative), preferably in the South-Asia and displaying clear understanding of the context;
- Academic publications in relevant fields of sociology, public policy, gender studies and economics;
- Experience working with high-level officials in funding agencies, international organizations, private foundations and government ministries; and
- Experience supporting new business activities and demonstrated ability to write technical proposals across one or more development sectors preferred.

4.2 Skills

- Ability to carry out gender-responsive evaluations using quantitative and/or qualitative methods or systems approach;
- Familiarity with causal inference and impact evaluation, including experimental and quasi-experimental research designs, methods and the major applications and limitations of each;
- Excellent oral and written communication as well as presentation skills in English; with professional proficiency in additional languages highly preferred;
- Excellent organizational skills, attention to detail, and the flexibility and willingness to adapt to shifting priorities and deadlines;
- Experience working and managing staff; and
- Excellent cross-cultural skills and diplomacy, and a reputation for being a strategic thinker, innovator, networker, and "field person."

5. Eligibility

We will recruit one individual, with the right to work in India (preferable), or in the US or UK. 3ie is an equal-opportunity employer committed to equality and diversity. We do not discriminate based on sex, age, religion, ethnicity, caste, sexual orientation or for being differently abled. We particularly encourage ethnic minorities and differently abled persons to apply.

6. Terms of Employment

Candidates should be available to start work as soon as possible. The salary range for this position is competitive and commensurate, based on location, qualifications and experience. Our policies and procedures reflect our commitment to safeguarding children and vulnerable adults from abuse. We follow a zero-tolerance policy for any form of bullying or harassment in the workplace.

7. How to Apply

Please apply by e-mail to jobs@3ieimpact.org, and include '3ie Gender Evaluation Specialist' in the subject line. The applicant must provide, at a minimum, the following information:

- A cover letter, not exceeding one page, highlighting your qualifications and experience relevant to the terms of reference;
- Curriculum vitae (not to exceed four pages);
- Writing sample (preferably a sample of a proposal, research paper, or other technical document that you alone authored);
- Contact information for three professional references; and
- Please indicate in your cover letter that you have legal authorization to work in the India, US, or UK, as applicable.

The deadline for submitting applications is **9 October, 2020**. Applications will be reviewed on a rolling basis and incomplete applications will not be considered. 3ie will contact the shortlisted candidates only.