



## Evaluation specialist, 3ie

### 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, synthesize 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.

Our programs and projects include theory-based, mixed-methods impact evaluations, implementation research, systematic reviews, evidence gap maps, and replication studies. Our work encompasses a wide range of topics, sectors and themes including but not limited to: health services, nutrition, education, governance, microfinance, humanitarian, social protection, agriculture, and related social sector programming.

3ie is inviting applications for the post of Evaluation Specialist (ES), preferably based at the 3ie office located in Washington DC or New Delhi. However, for exceptional candidates we may consider a remote working arrangement.

### 2. Summary

The ES will provide technical and management leadership of and support for impact evaluations, synthesis, and other evidence programs. This includes leading and supporting impact evaluations, supporting the preparation of proposal materials for fundraising, writing program documents, reviewing grant proposals, quality-assuring 3ie-funded studies, and managing external reviewers and other consultants.

The ES is expected to assume full day-to-day management responsibility for evidence programs and to conduct research, provide technical assistance for capacity building, and write content for publications, social media, and 3ie's website. They will lead and/or participate in events, conferences, and workshops. In various capacities, the ES communicates and negotiates directly with funders and represents 3ie to policymakers and researchers.

The successful candidate will have significant impact evaluation research experience and will have demonstrated expertise implementing research and translating research evidence for decisionmakers in L&MICs. We are seeking a highly diplomatic and entrepreneurial individual

#### New Delhi

202-203, Rectangle One  
D-4, Saket District Centre  
New Delhi - 110017, India

[3ie@3ieimpact.org](mailto:3ie@3ieimpact.org)  
Tel: +91 11 4989 4444

#### London

c/o LIDC, 20 Bloomsbury Square,  
London WC1A 2NS  
United Kingdom

[3ieuk@3ieimpact.org](mailto:3ieuk@3ieimpact.org)  
Tel: +44 207 958 8351/8350

#### Washington, DC

1020 19th St., NW,  
Suite 400, Washington, DC 20036  
United States of America

[3ieus@3ieimpact.org](mailto:3ieus@3ieimpact.org)  
Tel: +1 202 629 3939

---

who is comfortable taking initiative and who thrives in a matrix-managed, fast-paced environment.

The ES will report to 3ie's director of evaluation programs. In the case of staff located in the Washington Office, there will be a secondary reporting relationship to the director of the Washington, DC office.

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, situation permitting.

### **3. Key responsibilities**

#### **3.1. Research, review, and translation for a policy audience**

- The ES will lead impact evaluations and oversee evidence programs and research grants across range of development sectors, which could include but not be limited to health, nutrition, education, agriculture, governance, climate change, microfinance, humanitarian interventions, social protection, agriculture, and related social sector programming;
- Conduct and advise on scoping studies, formative research, process evaluations, replication studies, systematic reviews and evidence gap maps;
- Assist in the management of technical assistance projects, including writing specifications for professional service contracts, recruiting consultants, standardizing products and reports and quality assuring products and services;
- Provide technical assistance to key 3ie stakeholders on topics including but not limited to capacity-building, evaluation methods and study design, database development, research transparency initiatives, and evidence uptake and use;
- Work with consultants and stakeholders in the field, as well as with 3ie staff, to ensure documentation of 3ie's evaluation programs; and
- ES may be asked to lead on new methods and/or development of certain innovative research topics (research transparency, etc.).

#### **3.2. Project and grant administration and management**

- Provide program management leadership and support for research and professional services grants and contracts to ensure the strategic, programmatic, technical, financial, and contractual integrity from project start-up through implementation and completion;
- Ensure – in collaboration with 3ie staff who are managing programs – that grant, and contract implementation and spending are aligned with approved budgets, workplans and 3ie policies and practices;
- The ES may recruit, on-board, manage, and supervise staff and consultants, as required; and
- Mentor junior staff, as needed.

### **3.3. Institutional advancement and communication**

- 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 program development.

## **4. Qualifications, experience and skills**

### **4.1. Education and work experience**

- Master's degree in economics, public policy, public health, demography, or other relevant social science field that includes statistical training and experimental methods; a doctorate is strongly preferred;
- In-depth knowledge of experimental and quasi-experimental methods applied in impact evaluation (RCT, IV, RDD, panel data methods, propensity score matching, interrupted time series);
- Experience designing and implementing one or more of the following: impact evaluations, implementation research, process evaluations, formative research, qualitative research;
- Academic knowledge of and direct field experience with one or more sectors relevant to poverty alleviation in L&MICs, including but not limited to social protection, labor, health, nutrition, agriculture, and other social sector programming;
- Experience in L&MIC policy development and/or policy implementation at either the national or sub-national level preferred;
- Experience designing and/or quality assuring data collection through household surveys and using primary and secondary data sources (administrative, remote sensing, etc) for impact analysis preferred;
- Project management experience preferred; and
- Experience supporting new business activities and demonstrated ability to write technical proposals across one or more development sectors preferred.

### **4.2. Qualifications and skills**

- Ability to carry out data analysis in Stata, R and/or other statistical software packages;
- Excellent oral and written communication as well as presentation skills in English; in addition, Spanish and/or French professional proficiency preferred;
- Excellent organizational skills, attention to detail, and the flexibility and willingness to adapt to shifting weekly priorities and deadlines;
- Experience working and managing staff in a matrix environment; 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 or more individuals with the right to work in the USA, or India. 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 opportunity to work from another location as a consultant may be considered for exceptional candidates. 3ie offers competitive remuneration based on location, experience and qualifications.

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](mailto:jobs@3ieimpact.org). Please include '3ie Evaluation Specialist' and specify the office location (Washington, DC, OR New Delhi, India, or other location) 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 in which of 3ie's offices you have legal authorization to work

*\*Incomplete applications will not be considered*

Applications will be received until **30 April 2021**. Due to the urgency to fill this role, applications will be reviewed, and shortlisted candidates interviewed on a rolling basis and 3ie reserves the right to close this advert before the above-mentioned closing date if sufficient applications are received.