

Job Profile:

Education Evidence Synthesist

OCTOBER 2023



**EDUCATION
.ORG**

Improving
evidence

Strengthening
systems

Transforming
lives



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CHIEF EXECUTIVE'S INTRODUCTION



Dear candidate,

I am delighted that you are considering applying for the role of Education Evidence Synthesist with Education.org.

Operational since 2020, we are a young, independent non-profit Foundation whose sole purpose is to make existing evidence easier for education leaders to access and use. Supported by a visionary co-investor collective, we're already seeing clear and concrete results from governments using our evidence and tools.

Our new 'Strategy 2023-2028 – Ready for Lift Off!' sets out ambitious targets for the next phase of our growth, in which we aim to build on the lessons we have learnt, further systematise our work, and invest in scaling up our activities to expand our impact. This means we need to expand our existing, dynamic team who are working together but based in Europe, Africa and North America. Our Strategic Goal 1 aims to 'Establish an evidence synthesis gold standard for education system leaders', by pioneering and promoting a new method of evidence synthesis developed from existing qualitative evidence and problem-focused methodologies which is targeted specifically for those leaders shaping decisions about education systems around the world. To achieve this exciting Goal, we are expanding our Synthesis Team, and want to recruit an experienced, dynamic, creative and flexible 'Education Evidence Synthesist' to be a central part of this Team.

We are looking for experienced systematic reviewers and synthesists from any sector who are excited by the prospect of applying their knowledge and experience to the education world, and to the analysis of 'grey' and other under-utilised evidence as well as conventional published evidence. The successful candidate will find this challenge exciting and is expected to bring passion, dedication and innovation to this role. I hope you will want to join us on what promises to be a stimulating and deeply satisfying journey that will make a difference to the educational outcomes and life chances of millions of children. If this opportunity appeals to you, I very much look forward to hearing from you!

Welcome to Education.org:

Improving evidence

Strengthening systems

Transforming lives

Our Mission is: **‘To improve the learning of every child and young person by helping leaders access and use the best evidence to guide their national policies and plans’.**

We believe it is not a lack of new evidence, but the inability to use what we know, that lies at the heart of the global education crisis.

Our novel **Education Evidence Pathway** bridges this ‘knowing-doing’ gap, by synthesising existing research and distilling **actionable insights** for leaders.



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THE CHALLENGE:

Education
empowers people
and societies, but
...

A wealth of
**EVIDENCE AND
EXPERIENCE** is
NOT BEING USED
by policymakers and practitioners

260 MILLION
children are not in school

Education reforms are
NOT SCALING UP

At least
**ONE IN FIVE
CHILDREN**
is not reached by
**TRADITIONAL
SCHOOLING**

7 IN 10

Children are not
achieving
basic literacy
& numeracy

The world is not on
track to achieve

SDG 4

Covid-19 is widening
**LEARNING
DISPARITIES**
especially among girls
and those with learning
differences

EDUCATION.ORG'S RESPONSE TO THE CHALLENGE



We've developed and tested a novel approach – our '**Education Evidence Pathway**' creates great **value for leaders** from **existing, unused evidence**.



Our prototypes have earned the **validation of education decision-makers** and media leaders worldwide.



Our **independent, unbiased analysis** has **influenced education policies** in an estimated 90 countries and international organisations.



Based in **Africa, Europe & North America**, our growing **team has deep expertise** in education policy, evidence synthesis, knowledge translation, and executive decision making.



We've achieved **tangible results** with our pioneer country partners in Kenya & Sierra Leone and now plan to **expand our work** to many more countries.



Despite numerous support activities offered by other organisations, Education.org receives **consistently positive feedback** from leaders that our work **distinctively** meets a critical need.



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EDUCATION.ORG'S RESPONSE TO THE CHALLENGE

Some of our publications and achievements so far include:

- Our [White Paper on 'Calling for an Education Evidence Bridge'](#) in September 2021
- [Our first evidence synthesis and accompanying High-Level Policy Brief on Accelerated Evidence Programmes](#) in 2022.
- We garnered widespread [international media attention](#) for the Synthesis and Brief across the world
- We launched our [International Working Group in Nairobi, Kenya](#), in June 2023 dedicated to developing new guidance on how researchers and policy-makers can classify, identify and appraise evidence that is usually ignored or under-used, particularly that generated in Low- and Middle-Income Countries.
- We published our new [Strategy 2023-2028](#), setting out our ambitious organisational goals for the next five years in July 2023.
- Our [Annual Report 2022-23](#), published in September, shows the achievements and impact we have made in the last 12 months, including of our country engagement programmes in Kenya and Sierra Leone.



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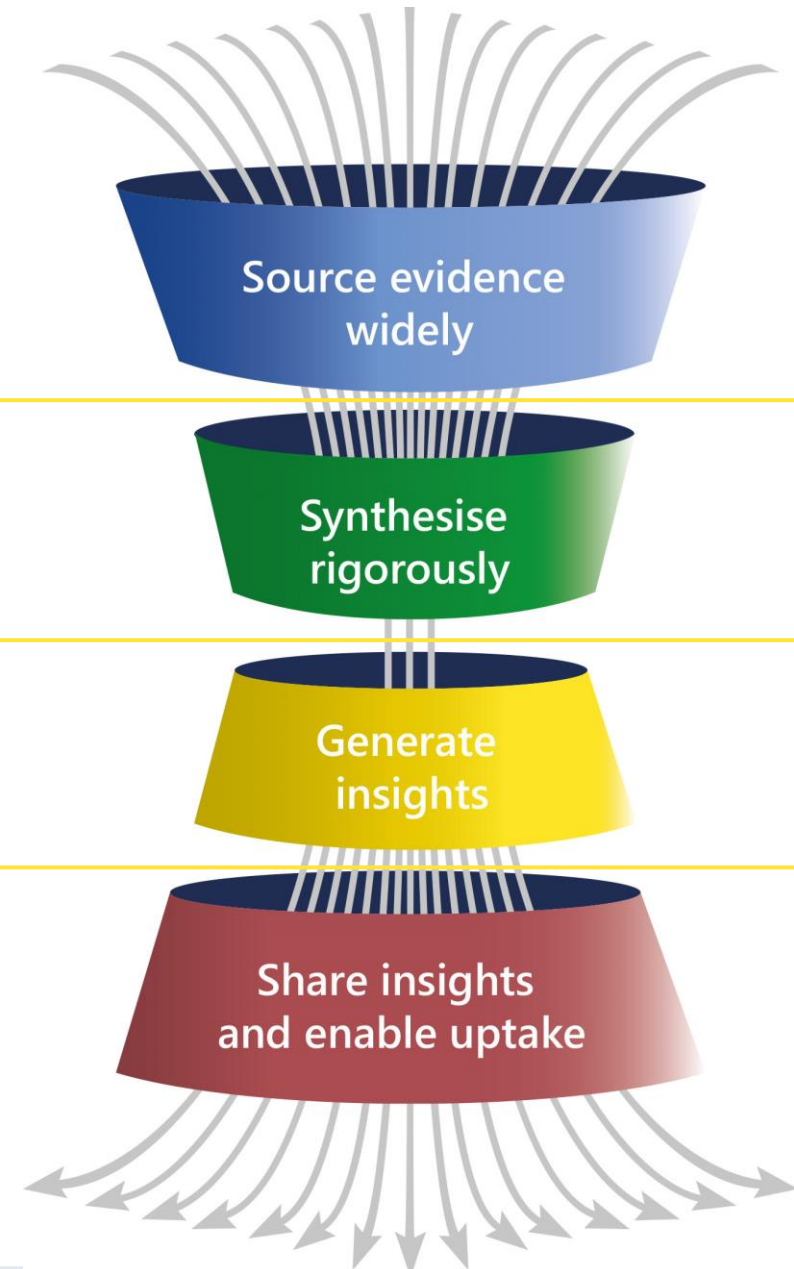
HOW OUR 'EDUCATION EVIDENCE PATHWAY' WORKS

Source widely: We work with education leaders to define their priorities, then source the most relevant evidence globally, including locally-generated, previously-underused & unpublished 'grey' literature.

Synthesise rigorously: Create a coherent picture from the mass of evidence and findings, appraising sources for quality, relevance & context, distilling key conclusions.

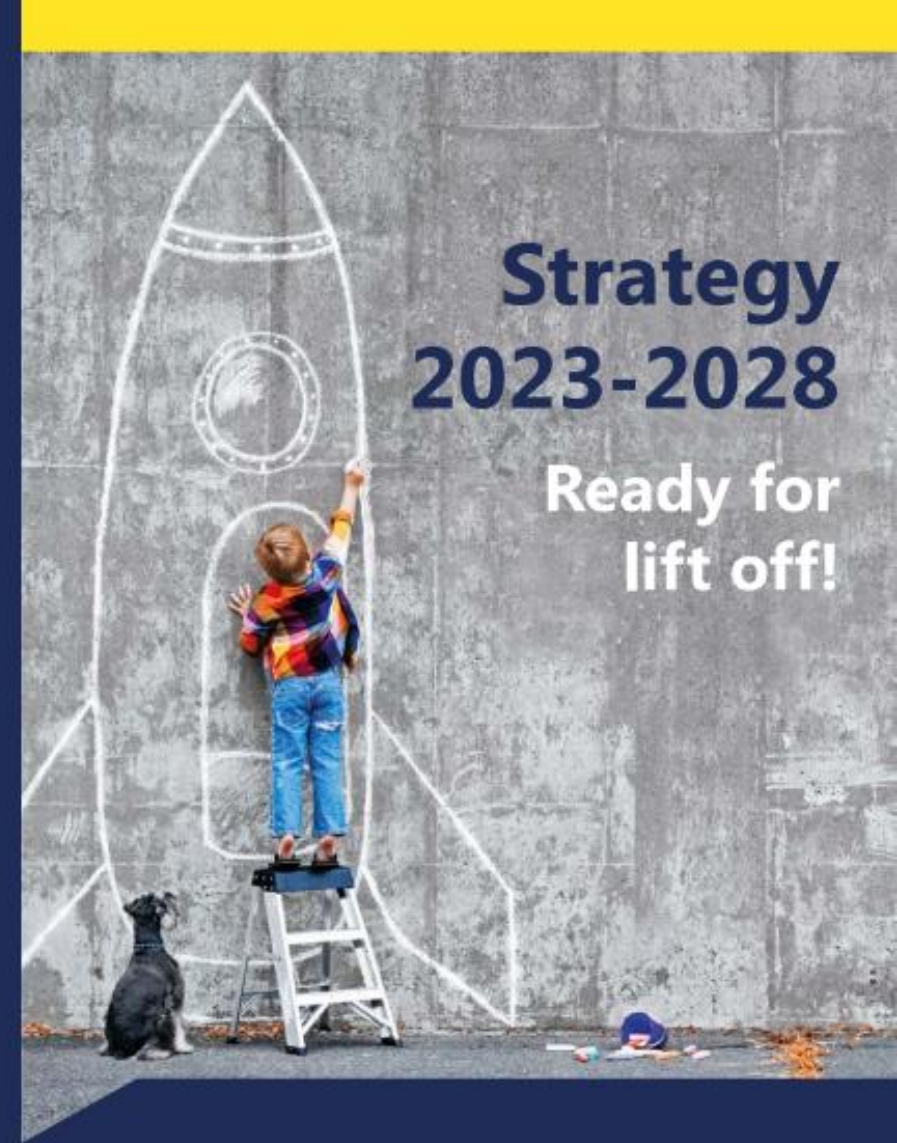
Generate insights: Translate findings into plain-language actionable insights for leaders to use in national, regional and global education policies, plans and investments.

Enable uptake: Share guidance with decision makers, including in-person at ministerial level. Support governments to strengthen professional skills and institutional systems, ensuring effective, sustainable evidence use.



WHAT'S NEXT: EDUCATION.ORG'S NEW STRATEGY

- In our first three years, **we have validated our concept and approaches and achieved concrete impact.**
- **We want to continue to be a 'constructive disruptor',** shaking up the status quo for the world's children by offering innovative approaches and solutions, and living up to **our Guiding Principles of Independence, Transparency, Collaboration, Inclusion, Agility and Impact Focus.**
- In the next three years, **we aim to build on the lessons we have learnt, further systematise our work, and invest in scaling up our activities and impact.**
- We have established **a new Strategy 2023-2028**, with three Strategic Goals to guide our growth and focus our impact.



OUR STRATEGY FOCUSES ON THREE AMBITIOUS GOALS

PHASE 1

Proof of Concept &
Constructive Disruption

2020- 2023

PHASE 2: JULY 2023 - 2026

Transformative Movement & Pioneering Culture

Goal 1: Establish an Evidence Synthesis Gold Standard for Education System Leaders

By pioneering and promoting a new method specifically for leaders shaping decisions about education systems around the world; and providing syntheses and policy papers addressing the most important issues they face.

Goal 2: Catalyse a Transformation in the Way Education Leaders Work with Evidence

Through deep partnerships and targeted professional development within Ministries of Education, we will foster stronger institutional commitment and capacity to put evidence at the centre of decision making.

Goal 3: Lead a Global Movement to Build an Education Knowledge Bridge

By forging a network of individuals and partnering with organisations who share our commitment to evidence-informed policymaking.

PHASE 3

Global Reach & Scale

2026- 2030

THE ROLE OF EDUCATION EVIDENCE SYNTHESIST

Contract type:	Two-year fixed contract, renewal possible.
Location:	Remote working, but occasional travel may be required.
Salary:	Highly competitive international salary
Contract hours:	Full Time (40 hours per week) preferred – but flexible

PURPOSE OF THE JOB

Education.org aims to develop an intellectually rigorous system of synthesizing evidence using a wider range of evidence and unpublished work (including locally-generated evidence and ‘grey’ literature) in educational decision-making. We are focusing our evidence synthesis on questions and issues that particularly impact policymaking around the hardest-to-reach children and youth. Having published our first prototype synthesis on Accelerated Education Programmes in 2022 (see page 7), Education.org is now investing in the formation of a high-quality, geographically diversified Synthesis Team under the leadership of our Head of Synthesis and Chair for Education Science and Policy. We are seeking an experienced evidence synthesist/analyst to be an integral part of that team and play a central role in the development and writing of current and future Education.org syntheses.

Experience of working in education research is preferable, but not mandatory. Education.org’s Synthesis Team already includes members with a considerable knowledge of the education sector and specialist technical knowledge. The successful candidate will be an experienced researcher (from any science or social science field) with a strong background in identifying, critically appraising and distilling evidence from a wide range of sources. S/he will have extensive knowledge of both qualitative and quantitative research methods and a significant publication record of systematic reviews, and preferably some experience of rapid reviews and evidence overviews (including scoping reviews and evidence gap maps).

THE ROLE OF EDUCATION EVIDENCE SYNTHESIST

Candidates with experience in writing policy briefs and plain-language summaries will be particularly valued. Our syntheses are prepared and written in English, but the capacity of the Education Evidence Synthesist to work also in French and/or Spanish would be valuable.

MAIN ACTIVITIES AND RESPONSIBILITIES

Working closely with the Head of Synthesis and the other members of the Synthesis Team the Education Evidence Synthesist will:

- Lead or assist in the development of the question, problem and issue tree analysis, to frame Education.org's synthesis to ensure it meets educational policymakers' needs and will be impactful in educational policy and practice.
- Support and work with the Team's Information Specialist on searching and sourcing evidence appropriate to the synthesis.
- Conduct literature reviews, appraising evidence quality and performing evidence and data analysis.
- Write or supporting the writing of the synthesis, including the identification and development of the key 'storylines', and implications for policymakers.
- Contribute to the drafting of High-Level Policy Briefs and other knowledge translation and dissemination products linked to the synthesis.
- Support the Synthesis Team's development of high-quality, innovative and rigorous synthesis methods and approaches for Education.org's syntheses, High-Level Policy Briefs (HLPBs) and other Knowledge Translation outputs.
- Keep up-to-date with methodological developments in synthesis methodologies and approaches.

As a small team we hope that all Education.org staff can contribute to our work and vision according to its developing needs, as well as undertake the duties outlined above.

THE PERSON

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Advanced degree in a social science or life science/healthcare subject or, exceptionally, substantial relevant experience at an equivalent level. 	<ul style="list-style-type: none"> Qualifications in Education, Government, Policy, Public Administration, International Development or a related field.
Knowledge & Experience	<ul style="list-style-type: none"> Extensive experience conducting literature reviews and systematic reviews - and in synthesizing both qualitative and quantitative evidence for publication. Experience with quantitative and qualitative analytical methods. Demonstrable experience in developing evidence strategies, synthesizing and translating evidence and data for concrete policy and practice improvements. Experience of working in international collaborating teams on published research. Experience in stakeholder engagement approaches, evaluation and learning and systems analysis; and a preference for candidates with experience of policy analysis. 	<ul style="list-style-type: none"> Experience of producing rapid reviews and evidence overviews (including scoping reviews and evidence gap maps) Experience supporting education programming in different national contexts. Exposure to education sector plans or guidelines for policy and practice. Understanding of educational terminology and controlled vocabularies.

THE PERSON

	Essential	Desirable
Skills & Aptitude	<ul style="list-style-type: none"> • Excellent critical thinking, problem-solving, and analytical skills. • Excellent English-language written and verbal communication skills. • Proven ability to translate complex topics into simple language. • Excellent project management skills with a drive to deliver an outcome on time and of the highest quality. • A flexible and collaborative individual with excellent interpersonal and teamwork skills. • Comfortable working remotely and independently, with a careful, analytical and conscientious approach to work, possessing accuracy and attention to detail. • Strong computing skills and interest in applying modern tools to improve synthesis methods and approaches. • Demonstrable appreciation of the value of evidence from a wide range of international sources (including in different languages). • Ability and willingness to learn new skills. 	<ul style="list-style-type: none"> • Expertise in using Zotero, EPPI Reviewer and OpenAlex software tools. • Familiarity with standard editorial management tools. • Multi-lingual capabilities, particularly French and Spanish.
Other	<ul style="list-style-type: none"> • Willingness to undertake limited travel nationally and internationally, if needed. 	

HOW TO APPLY

To learn more about Education.org and see examples of our work see: <https://education.org/home>. Applicants should submit:

- A short cover letter (up to two pages) outlining their interest, qualifications and experience for the post related to how they match the required experience and skills.
- A brief resume that details relevant research, publications and policy experience; and the contact information for two professional or academic references.
- A sample of unedited writing on a subject of their choice.

Applications should be sent to: recruitment@education.org, with 'Education Evidence Synthesist application' in the e-mail address line. If you would like to discuss the role or the application process, please contact Beverley Turton at: beverley@education.org.

Deadline: Please note that we aim to interview preferred candidates between 14th-30th November, but reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as soon as possible.

We are unable to offer work visas or permits and so any candidate will need to ensure you have the right to work for whichever country you are applying from.



Thank You



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Transforming lives.

