

# Job Profile:

## Senior Associate

**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 Senior Associate 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 grow 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 'Senior Associate' to be a central part of this Team.

Experience of working in education research is helpful, 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 management consultant with high impact orientation and a strong background in identifying, critically appraising and distilling evidence from a wide range of sources. 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

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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.



Improving  
evidence | Strengthening  
systems | Transforming  
lives



## 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.



Improving evidence | Strengthening systems | Transforming lives



# 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.



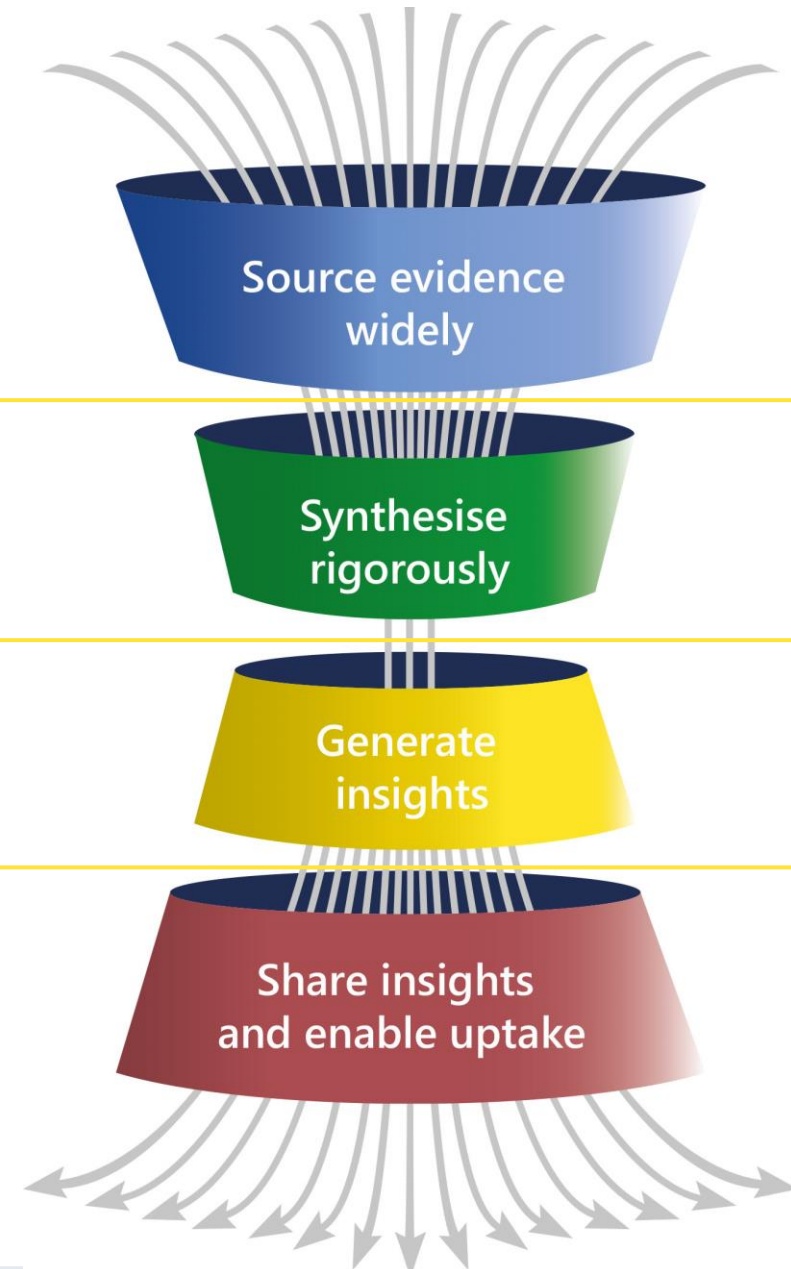
# HOW OUR 'EDUCATION EVIDENCE PATHWAY' WORKS

**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.

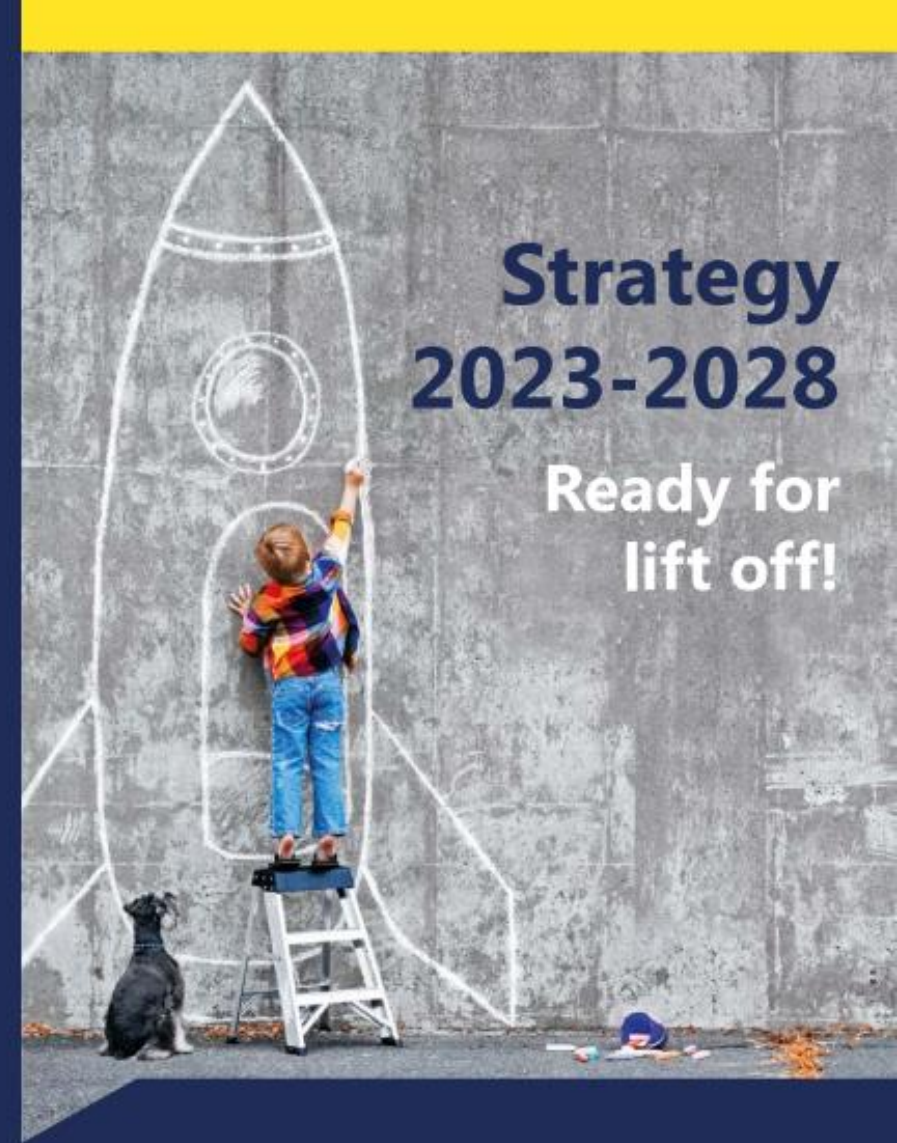
**Enable uptake:** Share guidance with decision makers, including in-person at ministerial level. Support governments to strengthen professional skills and institutional systems, ensuring effective, sustainable evidence use.





# 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 SENIOR ASSOCIATE

<b>Contract type:</b>	Employee
<b>Location:</b>	Remote working, but occasional travel may be required.
<b>Salary:</b>	Competitive international salary
<b>Contract hours:</b>	Full Time (40 hours per week) preferred – but flexible

## PURPOSE OF THE JOB

Education.org aims to strengthen institutional decision-making by developing an intellectually rigorous system of synthesizing evidence for education leaders and strengthening institutional capacity for evidence-informed decision making. We focus on evidence challenges that particularly impact policymaking around the hardest-to-reach children and youth. Education.org is now investing in the formation of a high-quality, geographically diversified problem-solving team under the leadership of our CEO/Head of Synthesis. We therefore seek an experienced Senior Associate to be part of our synthesis and solutions work.

Experience of working in education research is helpful, 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 management consultant with high impact orientation and a strong background in identifying, critically appraising and distilling evidence from a wide range of sources. S/he will have experience with both qualitative and quantitative analytical methods. Candidates with experience in writing crisp summaries and high impact presentations will be particularly valued.

Our work is generally prepared and written in English, but the capacity to work also in French and/or Spanish would be valuable.



# THE ROLE OF SENIOR ASSOCIATE

## MAIN ACTIVITIES AND RESPONSIBILITIES

Working closely with the team members, the Senior Associate 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.
- Develop a deep understanding of education leaders' challenges and help shape hypotheses, gather evidence, analyse results, and synthesise findings.
- Manage multiple projects simultaneously, ensuring timely completion of deliverables within budget.
- Prepare and present reports and presentations to clients on progress and outcomes.
- Monitor team performance and provide feedback and coaching as needed.
- Ensure quality control throughout the engagement process.
- Represent Education.org at industry events and conferences.
- Stay up-to-date on education evidence sector trends and best practices.
- Support and work with the Team's Information Specialist on searching and sourcing evidence appropriate to the synthesis.
- Conduct landscape and evidence reviews, appraising evidence quality and performing evidence and data analysis.
- Write or support the writing of syntheses, including identifying and developing 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 methods and approaches for Education.org's syntheses, High-Level Policy Briefs (HLPBs) and other Knowledge Translation outputs.

# THE PERSON

## Essential

<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Advanced degree in a social science or life science/healthcare subject or, exceptionally, substantial relevant experience at an equivalent level.</li> </ul>	<b>Desirable</b>
<b>Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>Extensive experience in problem scoping, hypothesis-driven rigorous analysis, and formulating actionable recommendations in a top-tier management consultancy.</li> <li>Experience of working in international collaborating teams.</li> <li>Experience in stakeholder engagement and management approaches.</li> <li>A strong track record of impact and client-orientation.</li> </ul>	<ul style="list-style-type: none"> <li>Qualifications in Education, Government, Policy, Public Administration, International Development or a related field.</li> <li>Experience in authoring and presenting high quality knowledge contributions.</li> <li>Exposure to policy and/or the public sector.</li> </ul>
<b>Skills &amp; Aptitude</b>	<ul style="list-style-type: none"> <li>Excellent critical thinking, problem-solving and analytical skills.</li> <li>Excellent English-language written and verbal communication skills.</li> <li>Proven ability to translate complex topics into simple language.</li> <li>Excellent project management skills, with a drive to deliver an outcome on time and of the highest quality.</li> <li>A flexible and collaborative individual with excellent interpersonal and teamwork skills.</li> <li>Comfortable working remotely and independently, with a careful, analytical and conscientious approach to work, possessing accuracy and attention to detail.</li> <li>Ability and willingness to learn new skills.</li> </ul>	<ul style="list-style-type: none"> <li>Team leadership track record.</li> <li>Multi-lingual capabilities, particularly French and Spanish.</li> <li>Familiarity with tools and technologies related to data gathering and evidence analysis.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>Willingness to undertake limited travel nationally and internationally, if needed.</li> </ul>	

# 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](mailto:recruitment@education.org), with 'Senior Associate 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](mailto:beverley@education.org).

**Deadline: Please note that we aim to interview preferred candidates between 14<sup>th</sup>-30<sup>th</sup> 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



Improving evidence. Strengthening systems..  
Transforming lives.

