

Job Profile:

Head of Institutional Strengthening

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 Head of Institutional Strengthening 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 in 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 2 aims to 'Catalyse a transformation in the way education leaders work with evidence', which makes Education.org's institutional strengthening work central to its impact and usefulness for policymakers within Ministries of Education and national and international education organisations.

Maturing our institutional strengthening and individual capacity-building approaches and implementation effectiveness will therefore be a cornerstone of Education.org's progress. We are growing partnerships with Ministries of Education and international organisations to elevate evidence in decision making. The successful candidate will find this challenge exciting and is expected to bring passion, dedication, creativity, 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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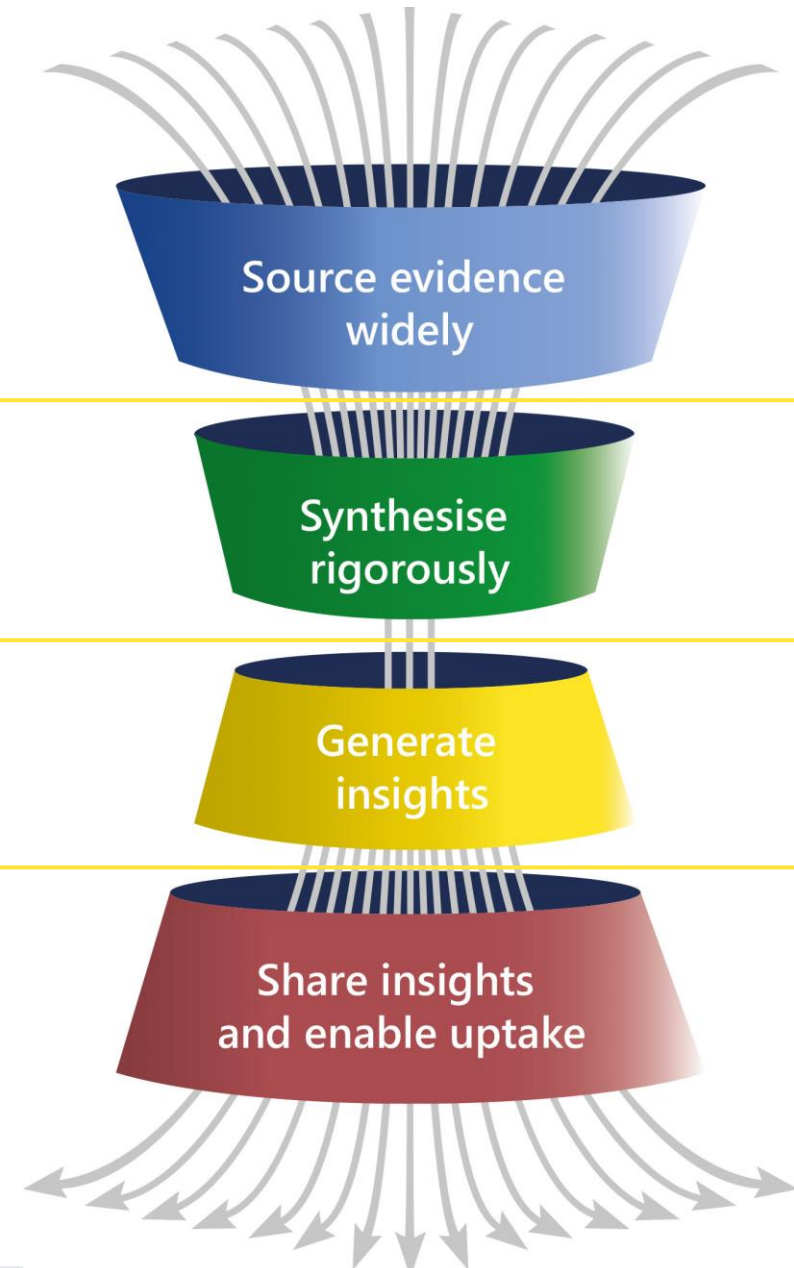
HOW OUR 'EDUCATION EVIDENCE PATHWAY' WORKS

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.



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**Strategy
2023-2028**

**Ready for
lift off!**



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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



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THE ROLE OF HEAD OF INSTITUTIONAL STRENGTHENING

PURPOSE OF THE JOB

The Head of Institutional Strengthening will lead the growth of Education.org's capabilities to advance the accessibility and use of education evidence by education leaders. S/he is a member of Education.org's global management team, under the authority of the CEO, responsible for operationalising Education.org's new *Strategy 2023-2028*. He/she will help to build on our early impact and accelerate progress by leading the design and implementation of initiatives developed with country partners to improve the enabling institutional and policy environments for heightening evidence use in education.

MAIN ACTIVITIES AND RESPONSIBILITIES

Senior Leadership

- As a member of the Senior Management Team, support the Chief Executive Officer (CEO) and contribute to the organisational management of Education.org and successful implementation of its *Strategy 2023-2028* and future goals and objectives.
- Lead the Institutional Strengthening Department, developing and managing team plans in support of strategic objectives.
- Contribute to Education.org's budget planning processes, and manage the resources associated with the Institutional Strengthening portfolio effectively.

Institutional Strengthening

- Provide high-level and technical leadership in the development and implementation of Education.org's engagement programmes at the national, regional and global levels with Ministries of Education, International Organisations and other agency partners.
- Facilitate bi-directional engagement between Education.org's partners and its synthesis work, to ensure syntheses and guidance meet leaders' needs and to maximise uptake of evidence.



THE ROLE OF HEAD OF INSTITUTIONAL STRENGTHENING

- Lead our Country Programme and Engagement team and partner networks, and provide supervision to technical staff, particularly in conducting national education evidence diagnostic assessments.
- Mature and refine Education.org's education evidence ecosystem diagnostic process and tools.
- Guide Education.org's country engagement work to strengthen a long-term evidence culture amongst Ministry of Education leaders and officials.
- Cultivate and engage Education.org's Advisory Board.
- Bring a strong consultative capacity as a trusted advisor for senior leaders and officials.
- Seek to strengthen learning and development within the Education.org team, ensuring alignment of Education.org's strategy and development activities.
- Identify opportunities and drive the delivery of technical support to integrate best available evidence into global and national policies and guidelines.
- Represent Education.org in high level education meetings and networks, in collaboration with our CEO and Chair for Education Science & Policy.
- Actively support partnership development and growth.

Other Duties

- Undertake any other duties considered appropriate.

THE PERSON

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Advanced university degree (PhD or equivalent) in Education, Government, Policy, Public Administration, International Development (or a related field), or, exceptionally, substantial relevant experience at an equivalent level. 	
Knowledge & Experience	<ul style="list-style-type: none"> A minimum of 10 years of progressively responsible professional experience in the field of education, either in direct public service or in institutions dedicated to research, policy, education planning, training, or capacity development, of which at least eight years acquired at the international level in regional or global policy and programme design. Knowledge of key education policy trends and ongoing institutional reforms at the continental, regional and national level in Sub-Saharan Africa. Experience with the mechanics of policy transformation processes, including policy prioritisation, education planning, policy design, and policy implementation. Knowledge of quantitative and qualitative research methods. Experience facilitating multi-stakeholder collaboration and co-creation processes involving government, the private sector and civil society. 	
Skills & Aptitude	<ul style="list-style-type: none"> Proven ability to navigate complex policymaking and policy implementation environments across multiple contexts, especially in Sub-Saharan Africa and/or Global South. 	<ul style="list-style-type: none"> Ability to work effectively in remote and dispersed teams.

THE PERSON

Essential

Skills & Aptitude

- Demonstrable ability to convey credibility amongst stakeholders including senior management teams of government officials, investors, and other ecosystem professionals.
- Excellent analytical, writing, and presentation skills.
- Demonstrable results focus in individual and team management, developing high performance and accountability.
- Proven project management skills, including managing teams and budgets on a tight timeline.
- Ability to cultivate effective working relationships with people, internally and externally, from a wide variety of types of organizations, cultural backgrounds, and areas of expertise, and in remote working situations.
- Proven ability to translate technical reports and academic papers into concise and jargon-free policy implications and guidance.
- A high level of competency in:
 - Strategic thinking and communication;
 - Programme design;
 - Knowledge sharing.
 - Building partnerships and external relations
- Excellent knowledge (written and spoken) of English. Fluency in French helpful.

Other

- Willingness to undertake limited travel nationally and internationally, if needed.

Desirable

- Expertise in institutional capacity building, especially at the national level in different country contexts.
- Deep experience with education sector plan work, including plan development, implementation, and reviews.
- Country experience in Latin America, Asia, or North Africa.

HOW TO APPLY

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

Please email a CV/Resume and a covering letter outlining how you match the required knowledge, experience and skills to: recruitment@education.org, with 'Head of Institutional Strengthening 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 in the second half of 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.



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Thank You



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