



Job Title:	Head of Impact Evaluation & Learning	Job Grade:	JG 3
Reports to:	Chief Executive Officer (CEO)	Department	Impact, Evaluation and Learning
Start Date	TBC	Location & Work-Related Travel:	Based in Nairobi. Travel required.

ABOUT AECF

The AECF (Africa Enterprise Challenge Fund) is a nonprofit institution supporting early and growth stage businesses – through provision of patient capital – to innovate, create jobs, leverage investments and markets in an effort to create resilience and sustainable incomes for rural poor and marginalised communities in Africa.

AECF's strategy is focused on agribusiness/agriculture and renewable energy sectors with increased support to climate technologies, deepened focus on gender, youth, and employment, aimed at attaining the institution's vision of 'A Prosperous and Enterprising Rural Africa'.

Since 2008, AECF has invested in 268 businesses across sub-Saharan Africa focusing on Agribusiness, Renewable Energy and Climate Technologies. As at 2018, we have impacted more than 17 million lives and created over 12,000 jobs and leveraged over US\$ 750 million in matching funds from the private sector.

AECF is currently expanding its programs in Africa and our new strategy is looking to unlock further and differently the power of the private sector to impact rural and marginalized communities. AECF is therefore looking for suitably qualified applicants for the Head of Impact, Evaluation and Learning role.

AECF is headquartered in Kenya with offices in Cote d' Ivoire and Tanzania.

OVERALL PURPOSE

The role reports directly to the CEO and will be responsible for defining the theory of change and an impact framework for the institution, current and future programs. This role directly supports the AECF strategy and therefore is critical in dynamically driving forward the development Impact targets of AECF. As the Head of Impact Evaluation & Learning, the incumbent will be required to provide strategic directions on our Impact strategy through the understanding of current and future institutional needs and delivery of relevant insights that better drive organisational and investee decisions. Ultimately our goal is to understand with rigor the change in the lives of the poorest whom our investments catalyse; to understand our successes and failures; and to provide transparency for donors and investors looking to maximize the social impact that their investment capital can make. The role holder will work closely with program teams, partners, and external evaluators to measure the effectiveness, outcomes, and impact of our work.

Key Responsibilities:

Strategic Direction

- Lead the development and implementation of the project monitoring, evaluation, learning and technical strategies for strengthening routine and ad hoc information systems as well as data use for learning and decision making;
- Oversee project impact measurement, including development and dissemination of tools, materials, reports, papers, and intervention linked research;
- Design and implement The AECF's overall Impact Evaluation, Knowledge, Insights and learning Management approach including the tools and mechanisms for collecting, analysing and reporting data to the board, donors, and other stakeholders;
- Develop and lead the implementation of a robust learning agenda for continuous learning, collaboration and adaptation.

Program Management & Reporting Support

- Lead Impact evaluation and learning system and process development, create a framework and procedures for the monitoring, evaluation and learning of program activities;
- Engage with program teams to help them envision and embed creative methods for impact measurement into the solutions they're delivering to our partners at the concept note, design, competition, and implementation phases;
- Define and implement the key program performance indicators (KPI) as well as monitor them throughout the duration of the programs;
- Develop an early warning system to flag investee- and program-level underperformance;
- Ensure ongoing monitoring of investees against the development impact targets agreed upon in their funding agreements;
- Manage the Impact team while they create and revise tools and data collection procedures (e.g. logical framework, project performance tracking, indicators, data flow chart, manuals);
- Manage the Impact team defining their responsibilities by grant/project specific in order to support program activities of AECF and ensure these are monitored and evaluated in a timely, efficient and effective matter;
- Work closely with the heads of projects to ensure compatibility and coordination within the measurement and evaluation framework, and consistency with donor requirements;
- Ensure accurate and timely compliance with all reporting requirements including leading the preparation of an annual AECF Impact report, periodic donor reports, and ongoing ad hoc reports.

Knowledge Management, Insights and Learning

- Propose strategies to increase data use and demand across the organization;
- Drive experimentation around data collection and analysis through new methodologies and tools;
- Keep abreast of developments in program changes and progress in order to advise and recommend tools and strategies to increase program performances and results;
- Identify strengths and weaknesses in existing data collection and management systems and propose solutions;

- Perform field visits to ensure the quality of data collected and to verify the accuracy of the reported data.

Communication and Reporting

- Support Program Managers in reviewing donor reports to ensure high quality reports are submitted on time;
- Work with the Impact team in supporting Program Managers and Senior Program Officers in establishing log frames, monitoring, evaluation and learning work plans, and targets during the drafting of donor project proposals as well as throughout project implementation;
- Review and analyse weekly reports to identify the causes of potential bottlenecks in project implementation and to enhance quality of reporting;
- Develop a mechanism to identify and communicate lessons and best practices arising from the AECF's various programs and grant recipients;
- Support the AECF Communications Strategy to develop and disseminate evidenced-based learning papers, reports website content etc.

Team Leadership & Management

- Coach, train, and mentor Managers and Officers with the aim of strengthening their technical capacity, exchanging knowledge within the team and providing professional development guidance in conjunction with the Head of HR;
- Provide capacity building support as required by investee and coordinate training programs for the program staff and other staff to help update their skills, technical abilities and professional knowledge.

Academic and Professional Qualifications:

- A Master's degree in International Development, Economics, Mathematics, Communications or relevant field and ideally a PhD in a related field.

Relevant Experience:

- A minimum of 10 years of full-time work experience in research, impact measurement, and evaluation preferably in private sector development context, working with SMEs and applying DCED standards.
- Experience working in international development and a deep understanding of the sector with a bias to agribusiness, renewable energy and climate adaptation, in Africa.
- Possess strong analytical, evaluation design, and methodological skills, and utilises "right-fit" methods for a broad range of quantitative and qualitative approaches to communicate a rigorous, yet compelling story about AECF's impact.

- Experience in survey methodology and monitoring social or environmental outcomes in a development context for private sector development.
- Experience working with or reporting to large bilateral funders or private foundations and is comfortable speaking their language.
- Experience working with leading academic institutions involved in research on achieving, measuring and institutionalising impact protocols and is comfortable speaking their language.
- Ability to facilitate the process of turning impact data into meaningful stories.
- Excellent communication and writing skills, with a keen ability to synthesize and present complex data in a simple, compelling, meaningful way (ability to produce beautiful and top-notch data visualization is a plus).
- Demonstrates a zeal for design thinking and utilises multiple practices and mind-sets of human-centred design, such as prototyping solutions and embracing ambiguity.
- Brings a positive mind-set and attitude that continuously pushes the organisation to accomplish its mission.
- Ability to work with and lead cross-cultural teams.
- Fluency in English is a requirement. Language skills in French and Portuguese will be an added advantage.

The AECF is an Equal Opportunity Employer. The AECF considers all applicants based on merit without regard to race, sex, colour, national origin, religion, age, disability or any other characteristic protected by applicable law.

If you believe you can clearly demonstrate your abilities to meet the relevant criteria for the role, please submit your application quoting in the subject line the Job Title “**Head Impact Evaluation and Learning – AECF/HIEL/2020**”, and attach a detailed CV, e-mail address and telephone contacts. To be considered, your application must be received by **Monday 25th May 2020** addressed to: recruitment@aecfafrica.org.

Further note applications will be reviewed on a rolling basis

Only shortlisted candidates will be contacted. For more information, please visit www.aecfafrica.org