



**We are hiring an  
Lead, Evidence, Learning and Impact**

*Job opportunity with Africa's leading accelerator and entrepreneurship advisory firm*

# LEAD, EVIDENCE, LEARNING, AND IMPACT

## About us:

GrowthAfrica is one of the continent's leading growth partners for entrepreneurs, and we are looking for new talent to join our quest to grow the continent's promising impact enterprises into prosperous and successful contributors to our societies, creating much-needed job opportunities, economic growth, and social transformation.

We drive investment and market readiness through cohort-based programmes, projects, and tailored support services to entrepreneurs across Africa. We work hard to ensure that entrepreneurial ventures increase their rate and scope of success during the start-up, growth, or expansion stage.

Through access to capital, markets, technology, and know-how, we have since 2002 supported over 2,000 businesses to flourish. We focus on innovative and scalable post-revenue start-ups and growth SMEs led by ambitious entrepreneurs.

Headquartered in Nairobi, with offices in Kampala, Addis Ababa, Accra, Lusaka, Lilongwe, and activities across the region. You will join an international, passionate, and ambitious team of 34 across 6 countries.

## About the role:

The Lead, Evidence, Learning and Impact works closely on all our entrepreneur-facing programs and projects. This role is accountable to the Managing Director. The lead will build evidence, data, impact, and insights functions to anchor GrowthAfrica as an evidence, learning, and data-driven organisation focused on precision, insights, and impact. As Lead, Evidence, Learning and Impact, you will be exposed to a broad range of strategic and technical issues, at times working directly on projects with a team of colleagues or independently.

The position is set to start as soon as possible.

Your responsibilities will include the following:

### Function I: Strategic management of evidence and insights workstream

- Create, develop, and implement GrowthAfrica's evidence and insights strategy.
- Build and manage a high-performing evidence and insights team.
- Develop impact strategies for operations and collaborate with senior leaders.
- Ensure commissioning and conducting organisation-wide performance reviews by assessing the performance and results of the Foundation's strategies and associated portfolios and programs.
- Oversee evaluation, planning and budgeting.

### Function II: Results and impact reviews

#### Manage and lead scoping.

- Produce engaging dashboards and reports for internal and external stakeholders.
- Lead the development of an approach to research, evaluations, and reviews in GrowthAfrica Foundation [project to strategic-guideline equivalent] that sets out the types of evaluations and reviews that will be undertaken at the project, program, portfolio, and country systems level, including the use of innovative practices and methods to ensure insights into entrepreneur support.
- Lead the development of an annual plan that sets out the scope of the Foundation's annual evaluation and review activities at donor, strategy, and program levels.

- Lead in measuring and showcasing the impact of GrowthAfrica programmes and projects beyond the ecosystem.

### Designing and testing innovative evidence and learning concepts.

- Analyse and evaluate datasets across GrowthAfrica to generate performance insights and reports.
- Develop mechanisms and standards for socialising M&E approaches that promote GrowthAfrica's evidence and insights culture of accountability and learning.

## Whom we are looking for:

### Knowledge and experience

- Advanced degree in international development, economics, statistics, evaluation, data science, social sciences, social innovation, or another relevant field.
- Sector and stakeholder experience in entrepreneur business development support services preferred.
- Advanced qualitative and/or quantitative or mixed methods research skills, including reviewing and critically appraising data and empirical literature.
- Advanced knowledge and experience in a range of analytical and evaluation techniques, including impact evaluation.
- Experience managing and developing teams and delivering projects on time and within budget.
- Proficiency with statistical analysis and survey software.
- Evidence of published reports, learning, vlogs, blogs, and/or research as an author or co-author.
- Over five years of experience in a similar role.

### Skills and leadership style

- A confident and influential communicator who builds confidence quickly and is skilled at persuading and influencing.
- Intellectually curious and insightful with excellent analytical and writing skills. Evidence of peer-reviewed publications will be a plus.
- Able to take complex strategic themes and pick aspects that can be utilised for change.
- Able to create research, evidence and insight infrastructure and capability.
- Passionate about contributing to the development impact and SME acceleration.
- Creatively communicate evidence and learning lessons and results with the GrowthAfrica community and more broadly [e.g., through briefs, blogs, high-level discussions with ecosystem stakeholders etc.].

## Why work with us?

- Excellent learning experience and platform to build solid work experience and networks.
- Purpose-driven organisation and opportunity.
- Energetic team dedicated to growing entrepreneurial ventures and businesses across Africa.
- Grow your professional network as you work and learn with our dynamic team across 6 countries.
- Learning and insights on innovation and entrepreneurship across the continent.
- Become part of a highly committed, international team.

## Other information

- This opportunity is based in Nairobi, Kenya. We aim to select the candidate starting in May 2023.

## Want to apply?

- Send your CV in PDF format and a motivational letter to this [form](#).

- Open for applications now! We expect to close applications on **31 March 2023**. If the role is not filled by then, we will still accept and review applications on a rolling basis after the deadline.



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