



ADRA FIOVANA Project funded by USAID,

Resilience Food Security Activity (RFSA) in Madagascar

recruit:

(1) Strategic Learning Lead

ADRA FIOVANA Project is looking for a qualified candidate for the position of Strategic Learning Lead (SLL). The SLL will promote coordination, collaboration and continuous learning across all FIOVANA activities. The SLL will ensure active, intentional and adaptive learning within and across sectoral activities, as well as knowledge sharing and application; activity-based capacity strengthening; evidence and data use; and collaborating learning and adapting (CLA). The SLL will refine and manage a strategy that captures, analyzes, disseminates and uses project learning; take the lead in collecting best practices and lessons learned; and organize relevant reviews of program activities. The SLL will also ensure robust coordination with stakeholders (local partners, USG, governmental partners, international donors, multilateral organizations and private sector actors, etc.). The SLL should have demonstrated experience in designing and implementing learning methodologies, knowledge management, and capacity strengthening.

Job Responsibilities:

- Project Design and Organizational Learning
- Documentation and Knowledge Management
- Project Implementation and Reporting
- Partnership and Capacity Building
- Management, Finance and Compliance with Donors
- Supervision and Coaching/Mentoring

Education and Experiences Requirements:

- Advanced degree (Master's or PhD preferred) in communications, economics, agricultural/development economics, statistics, bio-statistics, nutrition, applied sociology, anthropology, or other relevant subject.
 - Minimum of three-year relevant work experience (five if Bachelor's degree) progressively increasing learning and coordination responsibilities in international development projects and at least two years of experience as a supervisor, preferably in a development setting with an international NGO.
 - Demonstrated expertise in knowledge management, organizational learning, adaptive management, and capacity strengthening in international development projects.
 - Experience working on a USAID-funded program or other large, bi-lateral donor agency projects (e.g., as key personnel).
 - Experience with food security programming.
 - Proficiency in qualitative analysis software such as NVivo.
 - Experience working in a variety of developing environments.
 - Direct experience in Madagascar.
 - Fluency in Malagasy and in French.
- Detailed job descriptions are available at the ADRA PROJECT FIOVANA office and on our website www.adra.mg/jobs
- Electronic applications should be sent in a single PDF file to the following e-mail address: recrutement.fv@adra.mg

Applications must include:

- A cover letter addressed to ADRA FIOVANA Project
 - A detailed CV with a recent passport photo
 - Copies of the last diploma obtained
 - Certificates of employment and proof of employment
 - Training certificates
 - References
- Apply now
- To learn more about us visit our website at www.adra.mg; www.adra.org
- APPLICATION SUBMISSION: recrutement.fv@adra.mg
- with the following reference in the subject line **Ref-FIOVANA-RH-LeadR&A**

CLOSING DATE: March 7th, 2022

Job Description: Strategic Learning Lead

Job Title: Strategic Learning Lead

Project: FIOVANA Project, a Resilience Food Security Activity (RFSA) in Madagascar

Area of Interest: Program Quality and Learning, Knowledge Management, Food and Nutrition Security, Monitoring and Evaluation

Position Type: Full Time

Location: Manakara, Madagascar (preferred) or Antananarivo, Madagascar

Reports to: Deputy Chief of Party – Technical (Food Security Coordinator), FIOVANA

Job Description

Note: As key personnel, this position is contingent upon candidate approval by the donor.

About ADRA

The Adventist Development and Relief Agency (ADRA) is a global humanitarian organization of the Seventh-day Adventist Church that works with people in poverty and distress to create just and positive change through empowering partnerships and responsible action. The ADRA purpose is Serving humanity so that all may live as God intended, all our work is led by “Justice-Compassion-Love”, the ADRA’s values are Connected, Courageous, Compassionate. ADRA Madagascar has been in operation since 1992.

Background

For over 25 years, ADRA has implemented relief and development activities in Madagascar with funding from major international donors, including USAID. FIOVANA, which means “change” in Malagasy, is a five-year Resilience Food Security Activity (RFSA) project in southeastern Madagascar led by ADRA and funded by USAID’s Bureau of Humanitarian Affairs (BHA) through September 30, 2024.

FIOVANA will achieve sustainable improvement in food and nutrition security and the resilience of vulnerable populations in the Vatovavy-Fitovinany and Atsimo Atsinanana regions through interventions focused on health, nutrition, agriculture, livelihoods and risk management practices which, when adopted collectively by households and communities, will directly contribute to transformative change.

FIOVANA will deliver activities across three program purposes:

- Purpose 1: Sustained improvement in health and nutritional status of women of reproductive age (WRA), adolescent girls, and children under five years (CU5)
- Purpose 2: Household incomes and production are sufficient to access food and non-food essentials and build savings
- Purpose 3: Enhanced social and ecological risk management

Job Summary

ADRA Madagascar seeks qualified candidates for the position of Strategic Learning Lead (SLL). The SLL will promote coordination, collaboration and continuous learning across all FIOVANA activities.

The SLL will ensure active, intentional and adaptive learning within and across sectoral activities, as well as knowledge sharing and application; activity-based capacity strengthening; evidence and data use; and collaborating learning and adapting (CLA). The SLL will refine and manage a strategy that captures, analyzes, disseminates and uses project learning; take the lead in collecting best practices and lessons learned; and organize relevant reviews of program activities. The SLL will also ensure robust coordination with stakeholders (local partners, USG, governmental partners, international donors, multilateral organizations and private sector actors, etc.). The SLL should have demonstrated experience in designing and implementing learning methodologies, knowledge management, and capacity strengthening.

Specific Job Responsibilities

Project Design and Organizational Learning

- Refine and manage the project collaborating, learning and adapting (CLA) strategy, system and tools with a focus on promoting knowledge acquisition, management, documentation and dissemination.
- Collaborate with the Monitoring, Evaluation, and Accountability (MEA) and Program Management staff to facilitate qualitative monitoring, research, and learning activities, including activities using information and communication technologies.
- Organize and lead assessment, review, and reflection activities using the project's Theory of Change with staff, participants and stakeholders and ensure findings are incorporated back into implementation and decision-making.
- Work with technical leads to further develop and refine the project's learning agenda.
- Lead the project's Research Advisory Board (RAB).

Documentation and Knowledge Management

- Conduct program field visits with technical Leads to understand and document learning and results.
- Lead the collection, analysis, documentation, and dissemination of best practices and lessons learned for diverse audiences.
- Leverage technology (e.g., managing and improving the project's Microsoft Teams site) to improve collaboration, document and knowledge management, and dissemination.

Project Implementation and Reporting

- Maintain effective communication and coordination with stakeholders.
- Facilitate collaboration with key stakeholders in sharing findings and gathering inputs to inform an adaptive management approach.
- Contribute to preparation of project reports, ensuring that learning and adaptive management processes and results are fully documented.
- Develop and manage relations with reputable research and consulting entities for collaboration and sharing of learning.

Partnership and Capacity Building

- Provide training and capacity building for staff and partners in learning, qualitative research, and participatory monitoring and evaluation.
- Support and mentor staff and partners in implementing adult-centered learning approaches.
- Coordinate with different levels of ADRA and partner staff on learning activities: collecting, analyzing, documenting, using and disseminating information.

Management, Finance and Compliance with Donors

- Ensure that the management of resources used in the implementation of project is in line with the policies and procedures of ADRA and the donor.

Supervision and Coaching/Mentoring

- The SLL will supervise staff and participates in the hiring and supervision either directly or indirectly of staff. Additionally, s/he will provide support in mentoring staff. Namely, the SLL will supervise three (3) positions: Research and Learning Specialist, Nutrition Advisor, and Gender Advisor.

Competencies

- Leading and Supervising - Provides others with a clear direction; motivates and empowers others; recruits staff of a high caliber; provides staff with development opportunities and coaching; sets appropriate standards of behavior, gives regular feedback.
- Relating and Networking - Establishes good relationships with individuals both internally and externally; relates well to people at all levels; builds wide and effective networks of contacts; uses humor appropriately to bring warmth to relationships with others.
- Creating and Innovating - Produces new ideas, approaches, or insights; creates innovative products or designs; produces a range of solutions to problems.
- Planning and Organizing - Sets clearly defined objectives; plans activities and projects well in advance and takes account of possible changing circumstances; identifies and organizes resources needed to accomplish tasks; manages time effectively; monitors performance against deadlines and milestones.

Key Working Relationships

Internal-ADRA Madagascar

Country Director, Head of Programs, Chief of Party, Deputy Chief of Party-Technical (Food Security Coordinator), Deputy Chief of Party-Program/Planning Support Coordinator, Monitoring and Evaluation Lead, Gender, Youth and Social Dynamics Lead, Social Behavior Change Lead, Project Technical Leads (e.g. Health & Nutrition, WASH, Agriculture/Markets, Resilience), Country MEAL and Technical Directors

Internal-ADRA International

Senior Program Manager, Senior KM Advisor, Technical Advisors

Internal-US-based Consortium

SBC and GYSD Technical Advisors (FHI 360), TANGO International

External

USAID, government officials, international and local partners.

Qualifications and Skills

Required:

- An advanced degree (Master's or PhD preferred) degree in communications, economics, agricultural/development economics, statistics, bio-statistics, nutrition, applied sociology, anthropology, or other relevant subject.
- At least three years relevant work experience (five if Bachelor's degree) progressively increasing learning and coordination responsibilities in international development projects and at least two years of experience as a supervisor, preferably in a development setting with an international NGO.
- Demonstrated expertise in knowledge management, organizational learning, adaptive management, and capacity strengthening in international development projects.

- Strong conceptual knowledge about theories of change, USAID's collaborating, learning, and adapting (CLA) framework, qualitative research and participatory monitoring and evaluation methods.
- Experience designing and implementing qualitative research or qualitative monitoring and evaluation activities to inform and improve programming.
- Proven experience in leading efforts to capture, synthesize, analyze, disseminate and use relevant technical knowledge to diverse audiences to guide effective programmatic decision-making.
- Demonstrated competence with training, facilitation and participatory techniques that drive peer-to peer knowledge exchange, continuous programmatic learning and improvement.
- Strategic communication skills, including producing publications and organizing public events.
- Strong interpersonal skills to develop and maintain strategic working relationships and support communication and cross- organizational collaboration with Consortium team members, local government and Ministry officials, community leaders, community-based organizations, donors, partners and other stakeholders.
- Detail-oriented and excellent time management skills with the ability to meet deadlines and deliver required results in a timely and quality manner.
- Flexibility to work both in a team and independently.
- Cultural sensitivity, patience, flexibility and ability to work well in a multi-sectoral and multi-cultural team.
- Proficiency in Microsoft Office suite, including Word, Excel, PowerPoint, Outlook, SharePoint, and Teams.
- Knowledge of the Madagascar context.
- Written and spoken command of English and French languages.

Preferred:

- Experience working on a USAID-funded program or other large, bi-lateral donor agency projects (e.g., as key personnel).
- Experience with food security programming.
- Proficiency in qualitative analysis software such as NVivo.
- Experience working in a variety of developing environments.
- Direct experience in Madagascar.
- Fluency in Malagasy and in French.

Travel Required: Ability to travel for up to 50% on short notice as needed.

Mental/Emotional Requirements: Must be able to work in a fast-paced and customer service-oriented environment; to perform duties under pressure and meet deadlines in a timely manner; to work as part of a team as well as to complete assignments independently; to take instructions from supervisors; to exercise problem-solving skills; and to interact with co-workers, supervisors, network employees, donors and the public in a professional and pleasant manner.

Disclaimer

This job description is not an exhaustive list of the skills, effort, duties, and responsibilities associated with the position.