

Job Profile

Job Title:	Global Impact Manager
Location:	London or Cardiff
Reports to:	Director of Programmes
Grade:	G.3
Budget Responsibility:	TBC
Line management responsibility:	MEAL Officer
Child Safeguarding Level:	Level 1

ABOUT US

Overview

We are Elrha. A global charity that finds solutions to complex humanitarian problems through research and innovation. We are an established actor in the humanitarian community, working in partnership with humanitarian organisations, researchers, innovators, and the private sector to tackle some of the most difficult challenges facing people all over the world.

We equip humanitarian responders with knowledge of what works, so that people affected by crises get the right help when they need it most. We have supported more than 200 world-class research studies and innovation projects, championing new ideas and different approaches to evidence what works in humanitarian response.

Our overall aim is to contribute to:

- Funding decisions being informed by the latest evidence of what works
- The right people being equipped with the skills and knowledge to adopt what works
- The right people being motivated, incentivised and supported to adopt what works
- The right people coordinating and adopting evidence and solutions of what works into locally adapted guidance.

We do this by:

1. **Defining:** Driving a strategic approach to research and innovation through identification and prioritisation of problems and cross-stakeholder coordination of responses.
2. **Developing:** Funding and supporting projects to successfully and responsibly undertake research and innovation in relation to critical needs and problems faced by crises affected populations.
3. **Distilling:** Distilling what works and working to fill humanitarian knowledge and innovation gaps through collection and synthesis of insight and evidence and production of guidance, tools and resources.

4. **Driving:** Advocating for and driving adoption of what works by engaging and influencing strategic and operational decision-makers to act differently by using evidence and innovations to underpin and inform their work.

Our Programmes

Elrha has two successful humanitarian programmes; Research for Health in Humanitarian Crises (R2HC) and the Humanitarian Innovation Fund (HIF).

R2HC:

The R2HC programme aims to improve health outcomes for people affected by humanitarian crises by strengthening the evidence base for public health interventions.

This globally recognised research programme focuses on maximising the potential for public health research to bring about positive change in humanitarian response and helps inform decision making in humanitarian response.

Since it was established in 2013, it has funded more than 50 research studies across a range of public health fields, bringing together researchers and humanitarian practitioners to undertake vital research.

The HIF:

The HIF programme improves outcomes for people affected by humanitarian crises by identifying, nurturing and sharing more effective, innovative and scalable solutions.

The HIF is a globally recognised programme leading on the development and testing of innovation in the humanitarian system. Established in 2011, it was the first of its kind: an independent, grant-making programme open to the entire humanitarian community. It now leads the way in funding, supporting, and managing innovation at every stage of the process.

The HIF's portfolio of funded projects has informed a more detailed understanding of what successful innovation looks like, and what it can achieve for the humanitarian community. This work is leading the global conversation on innovation in humanitarian response.

OPERATIONAL CONTEXT

Elrha is a charity and wholly owned subsidiary of Save the Children. It is accountable to its Board of Trustees and is able to benefit from core services provided by Save the Children UK.

JOB PURPOSE

The Global Impact Manager is a vital resource to the Elrha team, providing strategic guidance on the execution of Elrha's high level impact strategy, and overseeing the whole of Elrha's approach to capturing the outcomes and impact of its work. The role is responsible for developing, implementing and overseeing Elrha's organisational MEAL framework, ensuring that Elrha can clearly understand and evidence the impact it is making, be accountable to its stakeholders and embed learning at its core to ensure that it remains adaptive and focused

on maximising its impact. This role will contribute to strategic programmes relevant to Elrha's policy and advocacy work on innovation, research and evidence, as well as supporting the monitoring, evaluation and learning of the grants of Elrha's core programmes.

KEY ACCOUNTABILITIES

LEADERSHIP AND ADVOCACY

- Provide external thought leadership on MEAL processes for Humanitarian Research and Innovation.
- Working closely with the Director of Programmes, lead on the implementation of Elrha's impact approach and the development, implementation, management and monitoring of an Elrha-wide MEAL framework.
- Lead on Elrha's organisational learning agenda, including 'Elrha Learns' and learning from external initiatives and actors.
- Advise and support Elrha's work and advocacy at a global level to establish clear priorities for research and innovation for humanitarian action.
- Ensure coherence across MEAL approaches and processes in the programme teams by working closely with the Director of Programmes and Heads of R2HC and HIF.
- Work with the Director of Programmes to ensure a coherent scaling and uptake strategy and approach is embedded across Elrha and provide guidance to the R2HC Impact Manager and HIF staff leading on the Scaling Innovation initiatives.
- Engage strategically with the R2HC Impact Manager and HIF staff leading on the Scaling Innovation initiatives.
- Line manage the Elrha MEAL Officer.
- Oversee and analyse the learning that is derived from the MEAL framework, feeding this into programmes. Supported by the Senior Management Team, you will also be responsible for ensuring that lessons learned are fed back into future programme strategy, to enable Elrha to adapt, change and continuously improve.
- Represent Elrha at external events and conferences where appropriate.
- Active membership of the Elrha Senior Management Team.

COMMUNICATIONS

- Work with Elrha's Communications team to ensure stories of Elrha's impact leads our communication campaigns and that Elrha's learning is clearly understood internally and externally.

PROVIDE MONITORING, EVALUATION, ACCOUNTABILITY AND LEARNING SUPPORT TO ELRHA'S PROGRAMME TEAMS

- Ensure Elrha programme strategies and proposals have robust and innovative MEAL content and are budgeted appropriately.
- Support the review of monitoring and evaluation plans within grantee proposals as required by Elrha's funding committees and programme teams.
- Support members of the Elrha team to plan, commission and manage independent strategic programme evaluations as required on an ad hoc basis.
- Have oversight of the development of strategic and practical MEAL tools.
- Lead the development of basic MEAL capacity building across Elrha, including induction and orientation of incoming staff.

- Provide MEAL support to grantees where strategic and/ or necessary. This may involve overseas travel.

GENERAL

- A commitment to Elrha's vision, mission, principles and approach.
- To perform such other tasks and responsibilities as may be required from time to time in order to ensure the smooth running of Elrha.

WORKING CONTACTS

Internal:

- Elrha staff team.

External:

- Quality and Accountability networks, Elrha sub-grantees, R2HC and HIF Advisory Groups, Funding Committees and Technical Working Groups, donors and partners, research councils, universities, and humanitarian organisations.

PERSON SPECIFICATION

ESSENTIAL

Qualifications and experience:

- Experience of research and innovation approaches.
- Significant experience in designing, implementing, leading and overseeing an organisation and/or programme-wide results/MEAL framework in a humanitarian context/organisation. Strong understanding of current MEAL trends and tools, especially in humanitarian or development organisations.
- Experience in designing, undertaking, commissioning and managing evaluation and learning activity.
- Experience in managing and/or coordinating an organisational learning programme.
- Masters degree (or higher) in relevant discipline.

Skills and abilities:

- Proven ability to draw learning effectively and efficiently from large bodies of qualitative and quantitative data and to feed this into effective programming.
- Proven capacity building and support skills and ability to clearly and effectively engage team members in an organisation-wide approach to MEAL.
- Strong analytical skills and familiarity with both Microsoft Excel, relevant statistical packages (e.g. SPSS, Stata, R+, etc), and qualitative data analysis (e.g. NVivo).
- Excellent written and oral communication skills, able to communicate complex MEAL concepts in plain language with a wide range of professionals from different organisations and backgrounds within the humanitarian and academic world.
- A proven ability to manage a large and complex workload, working at times to short deadlines.
- Strong inter-personal and influencing skills.

Knowledge and understanding:

- Understanding of research and innovation methodologies and ability to scrutinise research and/or innovation programme design for quality and feasibility.
- Understanding of the humanitarian context and its current challenges/issues within which Elrha works.

Other:

- Established professional MEAL networks.
- A proven leader who works well within a team.
- Willingness to travel.

DESIRABLE:

- Specific familiarity with humanitarian innovation management practice and/or public health issues in the humanitarian space are particularly welcome.
- A publication record on topics relevant to MEAL.
- Experience in conducting academic or applied research projects.
- Experience working in a developing country or emergency setting.

Child Protection level 1

We are committed to the safeguarding and protection of children and vulnerable people in our work. We will do everything possible to ensure that only those who are suitable to work with children and vulnerable people are recruited to work for us. This post is subject to a range of vetting checks including a criminal records disclosure.