

JOB DESCRIPTION

ROLE DETAILS

Job Title:	Impact & Value Manager
Reports to:	Senior MEAL Adviser
Line management responsibility:	N/A
Budget responsibility:	N/A
Job Level:	S2 - Specialist
Location:	London, Cardiff, Edinburgh, Manchester or remote within the UK.

We operate a remote first working environment whereby staff are able to choose to work from home or their office of reference. Staff are expected to attend in person meetings on a monthly basis to support collaboration and connection with team members.

Hours: Full time (35 hours per week)

We aim to support flexible working as much as possible and requests for non-standard or part time hours will be considered.

ABOUT US

We are Elrha. A global organisation 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.

Under our [Strategy](#) we aim to work within the humanitarian community to build a global research and innovation system that is relevant, responsive to need, and able to effect transformative solutions. Our strategy sets out our [values](#) which are demonstrated across our work and how we hold ourselves accountable.

- Putting people at the centre
- Working with others
- Acting responsibly
- Committed to learning
- Inspiring change

Details of our programmes and how we're improving outcomes for people affected by humanitarian crises through research and innovation is available on our [website](#).

TEAM

This role sits within the MEAL team. This role sits within under the Director of Impact and Engagement (DI&E). The wider team also includes programme teams as well as MEAL and communications.

The post is part of the MEAL team, led by the Senior MEAL Adviser. The MEAL team is responsible for defining and supporting effective approaches and tools to allow Elrha to measure the impact of its work. It has an advisory and support role for Elrha's programmes, as well as regularly engaging with other teams (e.g. Communications, business development) to ensure the MEAL approaches are mainstreamed throughout the organisation.

JOB PURPOSE & CONTEXT

This role leads an ambitious new initiative to define and assess Value for Money (VfM) for Humanitarian Innovation, holding responsibility for the further development, testing, and refining of the Value for Money methodology, under the overall guidance of the Senior MEAL Adviser. The role will also need to work closely with Humanitarian Innovation Fund (HIF) team members to ensure this work meets the aims.

As humanitarian needs rise and aid budgets struggle to keep up, humanitarian innovation faces mounting demands to prove its worth. Investments in humanitarian innovation use resources (money, time, capabilities) that could otherwise been used on existing solutions that, however imperfectly, are known to save lives and alleviate suffering.

The humanitarian innovation community is not currently equipped with the approaches and tools to carry out Value for Money assessments. Attempts to do so face challenges that are conceptual, ethical, as well as practical. At Elrha, we are committed to developing an approach to Value for Money that captures the iterative, uncertain and open-ended nature of humanitarian innovation. In 2024-2025, with funding from the Foreign, Commonwealth and Development Office (FCDO), we have worked with a Learning Partner and a core group of humanitarian innovators to develop a 'core methodology'. In the next phase, also funded by FCDO, we will further refine the methodology, socialise it both internally in Elrha and with key external stakeholders, apply it to specific innovations, and distil learning

KEY ACCOUNTABILITIES

Development of the Value for Money approach and methodology

- Work with the Senior MEAL adviser to shape MEAL strategic objectives and frameworks in particular based on Value for Money methodologies.
- Steer and socialise the VfM methodology internally in Elrha, including through internal communications and presenting at staff events, ensuring broad engagement and understanding of project aims..

- Actively identify and pursue opportunities for sharing Elrha’s approach and methodology with partners in the innovation and humanitarian systems, including presenting at conferences and writing pieces for publication externally.
- Work with the Communications team to develop strategies and approaches for external engagement, including ensuring that Value for Money outputs are effectively packaged and shared.
- Work with the HIF programme team to integrate Value for Money considerations in the funding process, including ensuring appropriate guidance is available and used by Funding Committees).
- Procure consultancy support and work with members of the HIF team to craft effective VfM analysis on Elrha funded humanitarian innovation, managing the process to ensure quality and engagement.
- Distil and capture learning from the Value for Money analysis, to ensure institutional memory and further refinement and adaptation of the methodology.
- Serve as the primary point of contact for FCDO on this project and ensure that FCDO is kept updated on the development and milestones of the project, including by presenting at the FCDO Quarterly Meeting.

Contribution to Monitoring, Evaluation, Accountability and Learning (MEAL)

- Participate in MEAL team meetings, keeping the rest of the MEAL team aware and up-to-date with the Value for Money work, and identifying areas of synergy and collaboration.
- Work with the MEAL Advisers to establish requirements and standards for programme teams to follow, so that data is well-organised, up-to-date and ready to use, providing guidance and support to programme teams if and when required.
- Support internal data collection activities with other teams to feed into ongoing or future evaluative pieces, such as Programme evaluations or Case Studies.
- Contribute to defining systems and processes to ensure the organisation learns from all final evaluations and completed projects for decision-making and improvement of programme design.
- Support business development through the production of MEAL and Value for Money-related content for funding proposals and by reviewing and providing feedback on the overall proposal logic and content.

Responsibilities of all Elrha employees

- Promote and adhere to our organisational values at all times, demonstrating behaviour which supports the achievement of our strategy and actively contributing cross-functional initiatives.
- Support business development and donor requirements by contributing to bid development and ensuring confidence in Elrha’s operational capabilities.
- Ensure management information and shared documents on Elrha SharePoint sites are well maintained according to agreed protocols.

- Work within Elrha’s guidelines for flexible and remote working practices, including attending in person meetings in Cardiff and/or London on occasion and as required.
- Undertake any other duties as assigned in support of Elrha’s purpose and objectives.

PERSON SPECIFICATION

Essential

Qualifications and experience

- Experience of designing and delivering MEAL frameworks
- Familiarity and experience with both quantitative and qualitative approaches to analysis and evaluation.
- Deep understanding of humanitarian practice, evidenced by relevant academic achievements and/or professional experience.

Skills, abilities and attributes

- Outstanding analytical skills (both qualitative and quantitative), with proven ability to manage and synthesise high amounts of information and data.
- Confident and engaging public speaker, capable of delivering compelling presentations, communicating complex ideas with clarity and enthusiasm, and facilitating discussions with diverse audiences, often without a MEAL or Value for Money background.
- Ability to produce clear and engaging written content tailored to a variety of audiences, including academic, professional, and general readerships.
- Resourceful, proactive, flexible and with the ability to work independently in a constantly changing environment.
- Ability to problem solve independently, and to apply initiative and sound judgement on whether/when issues need to be escalated to management or the wider team.
- Strong attention to detail and organisational skills including the ability to plan, prioritise and ensure implementation of work to required standards and tight deadlines, sometimes under pressure.
- Strong organisational skills including the ability to plan, prioritise and ensure implementation of work to required standards and tight deadlines, often under pressure and liaising with different stakeholders simultaneously.
- Ability to work ethically and inclusively, respecting a range of differences in working relationships and adopting culturally and linguistically appropriate ways of working that are accessible to all.
- Confidence and ability to manage complex relationships internally and externally.
- A high degree of computer literacy, including experience in the use of word-processing and email software; the ability to use spreadsheets to format and present information accurately and effectively; and familiarity with analysing data and presenting it in visual format.

Desirable

- Experience in conducting mixed methods research and evaluation. Knowledge of Economics and Value for Money frameworks in particular
- Experience in Humanitarian Innovation.
- Experience in supporting MEAL at organisational, programme and/or project level.
- Previous exposure to Value for Money debates and an understanding of key concepts related to Value for Money.
- Experience of working with international donors.
- Experience in commissioning and managing consultancies
- Expertise in mainstreaming intersectionality and inclusion into programming and/or MEAL.

CHILD PROTECTION LEVEL 1

The responsibilities of the post do not require you to have contact with children or young people.

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.