

JOB DESCRIPTION

Job Title:	Learning Advisor
Location:	London, Nairobi, Kampala and Bishkek (other locations will be considered in countries where Saferworld has a presence)
Reports to:	Director, Cross-Organisational Policy, Advocacy, Advisory, and Learning Department
Position type:	National – must have right to work in country of application
Salary range and Grade:	• Grade F • UK salary: £43,800 • Based on the location of the applicant, the national salary structures of the corresponding country will apply
Contract terms and hours:	• Fixed Term Contract- 12 months (Maternity Leave Cover) (starting as soon as possible) • Standard working week is 37.5 hours • Other working arrangements such as part time hours can be considered

Background:

Saferworld is an independent, not-for-profit international organisation working to prevent violent conflict and build safer lives in countries and territories across Africa, Asia and the Middle East. We work in solidarity with people affected by conflict to improve their safety and sense of security and we conduct wider research and analysis. We use this evidence and learning to improve local, national and international policies and practices that can help build lasting peace. Our priority is people – we believe in a world where everyone can lead peaceful, fulfilling lives, free from fear and insecurity.

In our ten-year strategy, *Working in Solidarity for a Safer World, 2021-31*, we committed to continuing to invest in learning and accountability: we monitor and evaluate all of our work and we learn with partners. We do this through regular practice of outcome harvesting and adaptations based on what we learn; evaluation exercises – internally by our MEL team and externally by others, including our partners; participatory research and analysis and knowledge and learning hubs; and internal and external learning partnerships.

Saferworld is committed to providing a safe and trusted environment that safeguards our staff, partners and communities. Our organisational integrity is derived from the values and principles that underpin and guide our work.

Job purpose:

The Learning Advisor leads Saferworld's efforts to strengthen organisational learning, adaptive programming and decision-making, reflection processes, and knowledge use across programmes (geographic and thematic), policy, advocacy, and advisory work – in countries we work in and globally. The role supports teams and partners to generate, capture, analyse and apply learning from practice and evidence to improve approaches to support locally led peacebuilding responses, programme and organisational effectiveness, and influencing strategies.

Working closely with the MEL colleagues and teams across the organisation, the Learning Advisor focuses on ensuring that evidence is translated into actionable insights, learning is systematically embedded into decision-making, and cross-organisational knowledge is shared and used to strengthen peacebuilding outcomes. The post-holder helps foster a culture of critical reflection, collaboration and continuous learning, improvement, and adaptation across Saferworld's programmes and partnerships.

Distinct from the MEL Advisor role, which focuses on *generating and assuring the quality of evidence through monitoring, evaluation and results systems*, the Learning Advisor focuses primarily on *connecting learning and evidence to strengthen its work in partnership and influencing*. Together, these roles form a complementary and integrated evidence, learning and adaptation function that supports organisational effectiveness, accountability and impact. Therefore, the Learning Advisor will work collaboratively with the MEL Advisor to ensure coherence across the MEL function.

Responsibilities and duties:

Organisational Learning and Adaptive Practice

- Work with the Senior Leadership to develop learning approaches that connect organisational priorities across programmes and functions.
- Work collaboratively with MEL, programme, policy, advisory, and core function colleagues to strengthen organisational effectiveness and impact.
- Strengthen systems, processes and spaces that capture, curate, and share knowledge, supporting adaptive practices and decision-making across the organisation.
- Facilitate learning spaces (e.g., workshops, programme reviews) that enable teams and partners to reflect on and learn from progress, challenges, emerging trends and contextual changes.
- Strengthen mechanisms for cross-organisational/thematic and cross-regional/country learning.
- Advance learning approaches that reflect Saferworld's values and principles, conflict and gender sensitivity, and locally led peacebuilding principles and practices.

Knowledge Management and Evidence Use

- Work closely with MEL Advisors/Coordinators/Focal Points and programme teams to identify patterns, trends and insights emerging from monitoring, evaluation and research data.
- Support the synthesis of lessons, good practices and emerging insights from programmes, outcome harvesting and evaluations, research and analysis, and policy and advisory work.
- Support the translation of evidence into actionable recommendations for programme adaptation and organisational strategy.
- Promote greater use of learning and evidence in policy influencing, advocacy and organisational positioning.
- Provide quality assurance on learning products, including published briefings and reports.
- Work with colleagues to make evidence and learning products accessible, practical and user-friendly.
- Contribute to organisational strategic reviews, learning agendas, and communities of practice.

Capacity-strengthening on learning, knowledge management, and adaptive programming

- Develop guidance, tools and resources that support effective learning practice among staff and partners.
- Strengthen staff capacity to facilitate their own reflection and learning within programmes and among partners.
- Identify and draw-on opportunities to learn from civil society partners and other relevant stakeholders.
- Foster a strong organisational culture of curiosity, inquiry and evidence-informed decision-making.

External Engagement

- Represent Saferworld in relevant learning, evaluation and adaptive management networks and communities of practice.
- Contribute to sector-wide discussions on learning, adaptive programming, and locally-led peacebuilding effectiveness.
- Identify opportunities for collaboration, innovation and external learning partnerships.

Key working relationships:

Internal:

- **Senior Leadership Team:** developing learning approaches that connect organisational priorities across programmes and functions.
- **Regional Directors, Country Programme Leads, and other Programme Team Leads:** working together on strategies, guidance, and other areas of organisational development as they arise; working closely to agree on learning support priorities as part of our commitment to quality assurance and more equitable partnerships.
- **MEL Advisor and other MEL Colleagues:** collaborating and ensuring coherence across the MEL function to support organisational effectiveness, accountability and impact.
- **Colleagues across regional programmes, the cross-organisational department, and core functions:** facilitating cross-organisational learning processes, promoting use of learning and evidence to influence policy.

- **Fundraising and Programme Development colleagues:** providing evidence from learning to programme development processes and funding proposals.

External actors: maintaining existing and developing new relations with civil society organisations and Saferworld partners, national and international institutions (e.g., governments, donors, multilateral), and other relevant stakeholders, including learning networks.

Scope and accountability:

Decision making and limits of authority:	• Responsible for facilitating effective learning spaces.
Financial resources:	• N/A
Other resources:	• Responsible for cross-organisational learning spaces; shared responsibility for using evidence from learning to inform programme adaptation and decision-making.
People management:	• N/A
Legal, regulatory and compliance responsibility:	• Responsible for facilitating learning spaces and generating evidence that comply with safeguarding and legal obligations.

Person specification:

Knowledge, qualifications and experience:

- Degree or equivalent significant professional experience in organisational learning, knowledge management, adaptive management, programme quality assurance, or a related field.
- Experience supporting learning and adaptation in complex, politically-sensitive or conflict-affected, and rapidly changing contexts and with partnership-based and locally-led programming models
- Strong facilitation skills, including experience designing and leading participatory reflection and learning processes, including supporting learning within.
- Experience synthesising evidence and translating learning into practical recommendations and organisational action.
- Experience developing organisational learning systems, frameworks and knowledge-sharing approaches.
- Understanding of monitoring and evaluation principles and how evidence informs learning and decision-making.
- Experience working with international NGOs, civil society organisations and peacebuilding, development or humanitarian programmes.
- Excellent written and verbal communication skills, including the ability to present complex information clearly to different audiences.

Skills and abilities:

- Excellent written and verbal communication skills.
- Excellent facilitation and interpersonal skills.
- Ability to synthesise complex information into clear and accessible outputs.
- Ability to manage competing priorities and work across multiple programmes.
- Ability to build positive working relationships across multicultural teams.
- Ability to influence and support change across teams and organisational levels.
- Ability to work across cultures and with diverse stakeholders.

Personal qualities:

- Collaborative and supportive approach to working with colleagues and partners.
- Self-motivated and able to work independently.

- Curious and committed to continuous learning and own continuing personal and professional development.
- Flexible and responsive to changing priorities.
- Commitment to decolonised, locally-led, participatory and learning-focused approaches.
- Commitment to Saferworld's vision, mission and values.
- Commitment to and compliance with Saferworld's safeguarding principles.
- Commitment to respect and value equality and diversity and understanding of how this applies to own area of work.

Other requirements:

- Willingness to undertake occasional international travel where required, including to conflict-affected contexts where Saferworld has an operational presence and/or programming.

Application process:

- Apply through our vacancy portal on our Saferworld [Jobs website](#)
- Send your CV and a covering letter (maximum two pages) addressing the person specification and why you feel your experience matches the requirements of the role. AI should be used responsibly and for minimal support. Any applications showing heavy use of AI will be rejected.

Closing date for applications: 21st October 2026