



Photo: Nifin'Akanga

Job Description

Learning, Monitoring and
Evaluation Specialist



OUR VISION Full attainment of SRHR for all

OUR MISSION To be a global leader in supporting grassroots organisations and building stronger, more inclusive movements for SRHR for all, especially in challenging contexts.

WE ARE

- Accessible and responsive to applicants and grantees
- Supportive and flexible in engaging with applicants and grantees
- Open & transparent, committed to making information widely available
- Demand-lead, using grantee feedback & lessons to adapt ways of working
- Results focused, with performance metrics jointly developed with grantees
- Sound management and stewardship of financial resources
- Independent from external policy pressures and guided by our members

AmplifyChange is a not-for-profit organisation that supports local civil society organisations to advocate for sexual and reproductive health and rights (SRHR)

BACKGROUND

AmplifyChange makes grants of various sizes and duration to support the work of civil society organisations (CSOs) located in low- and middle-income countries, advocating for improved sexual and reproductive health and rights (SRHR). More information can be found on our website: www.amplifychange.org

AmplifyChange registered as an independent entity in early 2020, with a five-year strategy outlining our approach for the future. Since our inception in 2014, AmplifyChange has awarded over 1,200 grants to CSOs working in SRHR, mainly in Sub-Saharan Africa and South Asia, and run 56 funding rounds processing approximately 9,000 eligible applications.

OUR VALUES

While AmplifyChange accepts applications on a competitive basis to make grants accessible to all, our ethos is to support applicants and grantees to succeed, and to facilitate access to longer-term and more predictable funding to well performing groups. AmplifyChange is agile, lean and light touch, without compromising quality and the ability to provide personalised support to our grantees.



THE ROLE

JOB CONTEXT

This Learning, Monitoring and Evaluation (LME) Specialist is a key role for AmplifyChange. The person is responsible for measuring the impact of AmplifyChange's work for internal and external use. The LME Specialist works closely with the senior management team, across AmplifyChange teams and with external consultants on implementing and contributing to the learning, monitoring and evaluation aspects of our strategy. The LME Specialist will have the skills to measure the impact of advocacy work of sexual and reproductive health and rights - both long-term impact and intermediate outcomes. The role has responsibility for preparing monitoring and impact reports for AmplifyChange's leadership team, board and external stakeholders. The postholder will prepare, analyse and approve the organisation's regular use of high-quality data – both qualitative and quantitative - and support grantee partners' reporting processes. The role plays an important part in monitoring the overall grants portfolio and informing the learning agenda of AmplifyChange. Finally, the role also plays a key part in the grant application moderation rounds.

MAIN RESPONSIBILITIES

Monitoring the impact of AmplifyChange

- Producing a range of regular reports based on data analysis including on AmplifyChange metrics and results framework across our three delivery streams (which are grant making, organisational strengthening and building mutual support in the movement), as well as case studies from the grants portfolio
- Developing and monitoring the results framework for the strategy for 2026-2030
- Analysing indicators, milestones, and other quantitative and qualitative data collected from grantee partners. Compiling data and generating aggregate results for internal and external purposes as needed
- Developing a framework for long-term impact, and for intermediate outcomes, to describe and measure the results of AmplifyChange's support to grantees
- Extracting and analysing grantee progress reports to report on AmplifyChange's overall progress against each core indicator in the results framework
- Commissioning external evaluators to support the independent impact analysis
- Developing and analysing grant application data and other feedback mechanisms continuously to improve AmplifyChange support of grantee partners and collaboration with the Head of Grant Making



Governance and decision-making

- Preparing and contributing to the development of decision-making papers and impact updates for our Board
- Responding to donor and board data requirements as requested, outside of regular reporting schedules
- Contributing to communications of AmplifyChange results to donors, internal and external stakeholders
- Supporting the moderation process of reviewing and scoring grant applications through quality assurance

Learning

- Analysing and writing up case studies of grantees identified by the technical team across the AmplifyChange portfolio
- Reviewing and improving grant portfolio data structure and tools in collaboration with grants support and operations team
- Supporting grantee partners in developing their monitoring framework, from time to time
- Contributing to the development of learning products and related materials for the results frameworks, monitoring and case studies
- Building new organisational capacity, systems and tools (e.g. setting up IATI reporting, supporting the continued work with the Grantee Reference Group)

Impact

- Commissioning and managing external impact evaluations with consultants
- Developing and producing portfolio-level impact analysis
- Conducting grantee interviews and surveys (via calls, emails, or monitoring visits) to identify challenges and successes

Other

- Contributing to the development and refinement of AmplifyChange's LME strategy, annual workplan and results framework
- Ensuring that AmplifyChange continues to develop best practices
- Leading on AmplifyChange's learning, monitoring and evaluation partnerships
- Commitment to the mission, vision and values of AmplifyChange

PERSON SPECIFICATION

Essential:

- Significant experience in participatory evaluation and learning





- Experience of measurement of advocacy, social norms and policy change in constrained-resource settings
- Facilitation of large group discussions
- Work experience in Africa or South Asian countries
- Knowledge and experience in quantitative and qualitative research methods
- Excellent ability to write well and present complex information to non-experts
- Excellent attention to detail
- Experience of using complex data sets and systems to generate reports and to inform decision making.
- Ability to work effectively across a number of teams
- Ability to work independently

Desirable:

- Portfolio analysis in a grant maker organisation
- Fluency in French
- Knowledge of Sexual Reproductive Health and Rights
- Experience in using grant management software

REPORTING AND ORGANISATION

This is a full-time position at 37.5 hours per week, reporting to the Head of Learning, Impact and Partnership.

AmplifyChange is based in Bath and we operate on a hybrid working model with at least one day per week in the office. Requests for flexible working arrangements will be considered. Occasional international travel may be required. We can only accept applications from those with proof of the right to work in the UK.

SALARY AND PACKAGE

Basic salary range:	£37,000- £42,000
Holiday:	25 days per annum on full time basis
Pension:	8% employer contribution
Life insurance:	Company life insurance scheme
Benefits:	Employee Assistance Program



HOW TO APPLY

If you wish to apply for this role, please email your cover letter and CV to HR@amplifychange.org no later than 1st April 2024.



AmplifyChange is an equal opportunities employer. We are committed to safeguarding and promoting the welfare of vulnerable children and adults. All our employees are expected to share this commitment and abide by our Code of Ethics at all times.



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 WeAmplifyChange

Photo: Young and Alive Initiative

