

Strategy, Impact and Learning (SAIL) Director

Location: [Africa] [Zambia]

Town/City: Lusaka

Category: Programme Effectiveness

Job Type: Fixed term, Full-time

***Please submit your CV in English.**

PURPOSE OF THE POSITION:

The purpose of this position is to provide leadership and technical oversight to monitoring, evaluation, accountability and learning for all programs and projects in WV Zambia. This directorate will coordinate the development, monitoring and review of the national office strategy. The Strategy, Impact and Learning (SAIL) Director shall also ensure adequate monitoring and evaluations systems are used to monitor implementation and adapt programming so the office can achieve its desired goals (operational, impact and support). Reports and operational studies will also be developed to support child wellbeing and strategy implementation. The SAIL team will also develop and manage a functional knowledge

management system and ensure documentation, sharing and utilization of knowledge and evidence to facilitate learning and innovation, enhance decision-making and improve program effectiveness and resource generation.

KEY RESPONSIBILITIES:

Strategy Management:

- Working with the Senior Leadership Team (SLT) ensure country strategy alignment to the Partnership Strategy and the Strategic Development Goals (SDG) with clear ministry alignment, objectives and programme design.
- Contribute towards the development of sub strategies including technical designs and Area Program plans, resource development strategy, etc.
- Ensure that Annual Business Plan is developed in consultation with the SLT and approved by key stakeholders.
- Lead and facilitate annual strategy review process to review progress of objectives, targets and management

deliverables.

- Ensure effective strategy monitoring and reporting mechanisms are in place to track strategy execution.

Strategy Support Team Coordination:

- Provide Leadership in the Strategy Support Team (SST) processes for the National Office (NO), including developing an action plan.
- Lead the Zambia SST action plan execution to ensure adequate support from Support Offices, National Office leadership and Southern Africa Region in its implementation.
- Coordinate recommendations for improving strategy and operational review recommendations.

MEAL and Impact Leadership:

- Provide strategic leadership in evidence-based and generating programming and M&E.
- Provide leadership in the implementation of World Vision International (WVI) MEAL systems that meet donor requirements and adhere to World Vision's M&E policies, procedures, and practices.
- Lead customization and design of digital forms for data collection and the design of approaches for data visualization that facilitate use of data and quality reporting.
- Create and nurture an effective, collaborative & high-performing evidence and impact team and ensure quality and timely delivery of all WVI programming MEAL products and deliverables.
- Collate and share with senior management and operations team strategic, concise and timely results on all NO programme baselines, semi-annual and annual programme outputs and inputs, evaluations.

Knowledge Management, Learning, Research and External Engagement:

- Promote learning and innovation in WVZ SAIL processes, strengthen utilization of knowledge assets to achieve WVZ ministry objectives.
- Lead applied research approaches in alignment with the Southern Africa regional evidence agenda and position WVZ as an evidence base and impact led organization.

- Lead WVZ knowledge management and learning efforts through collecting and analyzing program data across WV programming areas; measuring program impact, capturing and sharing lessons learned and best practices, research and internal reports.

Governance:

- Facilitate the Ministry and Strategy committee for WV Zambia' Board of Directors, ensuring that the board tracks at strategic level strategy performance.
- Working with the National Director, regularly prepare ministry impact performance reports that reflects WVZ's contribution to Child Wellbeing Objectives and achievement of all strategy goals.

Leadership, Line Management and Coordination:

- Provide strategic leadership coaching and mentoring to the Zambia SAIL team; ensuring adherence to program quality standards and that performance targets are met.
- Facilitate regular capacity building and coaching sessions towards building a strong and high performing team.

KNOWLEDGE, SKILLS AND ABILITIES:

- The incumbent will bring to this role a combination of Strategy, MEAL, Program Quality and Impact reporting experience.
- Advanced/graduate degree with an additional post-graduate in a relevant field, potentially including public health, development, M&E, statistics, or a related discipline.
- Demonstrated expertise in development of user-friendly tools and resources for MEAL and utilization of learning platforms for helping others learn.
- Qualitative and/or quantitative research and evaluation skills, including but not limited to study design, survey instrument design and use, establishing and measuring outcome and process indicators, sampling, data analysis plans, data cleaning, and statistical analysis.
- Demonstrated experience in business strategy development, monitoring and reporting.
- Experience and competencies data analysis using appropriate software tools (e.g. SPSS, SAS, ABTAB).

- Good technical/impact report writing skills.
- 10+ years of experience in monitoring and evaluation at a senior level (large program, national or regional level).
- Funding office or donor experience preferred. Practical field experience in monitoring and evaluation.
- Proven ability to collaborate with all levels of staff and to motivate and mobilize individuals outside their reporting line to achieve agreed strategic plans.
- Knowledge of the monitoring and evaluation requirements of key institutional donors (UN Donors, EU, USAID, etc.).
- Consistently demonstrates high-level influence and strategic engagement skills and tactical savvy in delivery of technical assistance.
- Comfort and confidence working in a diverse and inclusive team environment.
- Ability to think broadly and look at the macro, strategic issues to inform strategy choices and management process.
- Six Sigma blackbelt preferred.
- Demonstrated ability to report, present and communicate results, written and verbal in modern standard, grammatically correct English.

Work Environment/Travel:

- The position requires ability and willingness to travel domestically and internationally up to 30% of the time.
- Position is accompanied (family posting).