

Position: Evaluation and Learning Manager

Location: Washington, D.C. or other U.S. locations preferred; open to considering qualified candidates based in Europe or the MENA Region

Compensation: For D.C.-based staff, the salary range is \$75,000-\$90,000 commensurate with experience. For staff based in other locations, salary range will be determined commensurate with experience and local market rates.

About Education for Employment

Education For Employment (EFE) is the leading youth employment organization in the Middle East and North Africa (MENA). Our vision is to empower young women and men with skills and opportunities they need to build careers that create a better future.

Operating in the region with the world's highest youth unemployment rates, we pioneered market-driven skills training for youth that links them directly to job opportunities and the world of work. EFE's distinctive model has been recognized as one of the world's most effective social innovations at the World Economic Forum, UN and the World Bank. Arabian Business, The Economist, Harvard Business Review, and many more have recognized EFE's work. Read more about EFE's work at www.efe.org.

EFE's Structure

EFE is a network of locally-run, affiliated social impact organizations working in the Middle East and North Africa. EFE currently operates in Egypt, Jordan, Morocco, Palestine, Saudi Arabia, Tunisia, Yemen, Algeria, Lebanon, and Bahrain with global support hubs in the United States, Spain, and the UAE. Each EFE Affiliate is a locally registered social impact organization managed by local staff and governed by a local board of directors made up of accomplished professionals and leaders from various sectors.

EFE's global team provides programmatic, impact measurement, fundraising, strategic, and capacity building support to EFE Affiliates. The relationship between the EFE-Global team and EFE's Affiliates in the MENA region is not a "headquarters / field office" relationship, but rather a relationship based on partnership.

Evaluation and Learning Manager Responsibilities

The Evaluation and Learning Manager ensures the technical integrity of EFE's monitoring, evaluation, research, and learning (MERL) efforts, oversees operations relating to MERL across the EFE Network, and designs ways to continually improve EFE's learning activities through capacity building and design sessions. Specific responsibilities of this position include, but are not limited to, the following:

MERL

- Oversee quarterly programmatic reporting and gathering of key learnings
- Manage completion of internal and external program evaluations in coordination with EFE-Global Organizational Learning leadership and EFE Affiliate M&E team members

- Complete statistical analyses of EFE data
- Provide MERL capacity building and ongoing support for EFE Network staff
- Lead the preparation of reports on program and pilot analyses for relevant strategic efforts and projects
- Contribute to grant applications and reports, thought leadership articles, reports, and presentations

Digital Transformation

- Manage design efforts for new MERL features in Salesforce, in coordination with EFE-Global Organizational Learning leadership and EFE Affiliate M&E team members (training on the use of Salesforce will be provided)
- Contribute to technical testing, training, and adoption efforts associated with the Salesforce database
- Lead EFE's use of data visualization and statistical analysis software such as Tableau and R

Candidate Skills and Experience

The ideal candidate will be a self-starter who is comfortable working independently in a fast-paced environment across multiple time zones. Flexibility, excellent interpersonal and cross-cultural communication skills, and the ability to collaborate effectively with diverse stakeholders are critical for success in this role.

Essential Qualifications, Skills, and Experience

- Master's degree strongly preferred
- A minimum of 4 years of experience in international development, higher education, or related fields
- Training or experience in developing theories of change, results frameworks, and indicator selection and design
- Training and experience in statistical analysis, including valid statistical sampling and power calculations
- Experience/interest in using data analysis tools such as Tableau and R
- Comfort with using technical systems such as Salesforce and interest in learning Salesforce administration, with training provided by EFE

Desired Skill and Knowledge Requirements

- Knowledge of and/or experience living or working in the Middle East and North Africa
- Experience writing grant proposals and reports for non-profit organizations
- Staff training experience
- Arabic or French language skills

Education For Employment (EFE) is an equal employment opportunity employer. It is the Foundation's policy to seek out and hire, at all levels, individuals without regard to race, religion, age, color, nationality, sex, sexual orientation, veteran status, or physical ability. We affirm our policy of offering equal employment opportunities to all individuals through our employment practices.