

Job/Role Title	Director, Performance, Learning & Impact
Division	Global MA-Facing/Development and Impact
Grade	H
Location	Global
Responsible to	Divisional Director
Date	January 2023

Role Purpose:

Provide a platform for the creation and development of data and evidence enabling a culture of learning to deliver maximum impact in SRHR at all levels of the Federation.

Context of role:

- Accountable for creating data frameworks and mechanisms that support evidence generation, analysis and reporting against key performance indicators.
- Creating a collaborative community of practice with regional Performance, Learning & Impact (PL&I) Managers/Senior Advisers.
- Supporting MAs to strengthen data management systems, data quality and utilisation. Capturing and presenting knowledge and learning to inform internal and external programming and priority setting in SRHR.
- Representative with external sectoral bodies/organisations in the PL&I field.

Role Deliverables:

- Conceptualise frameworks and mechanisms for generating data, sharing knowledge and learning across the Federation.
- Co-construct toolkits, definitions and guidelines for data management, monitoring and evaluation across the Federation.
- Lead the annual organisational performance reporting cycle, integrating case studies and impact study implementation outcomes into the narrative.
- Create communities of Practice and manage qualitative research that evaluates PL&I systems..
- Pilot innovative sectoral interventions with the Federation providing learning that will improve internal and external interventions.
- Create a platform that systematically captures and reviews Member Association (MA) PL&I capabilities and growth potential.
- Galvanise MA to MA capacity sharing, building on existing and developing new MA expertise in data management, research and learning.
- Champion learning, sharing best practices and knowledge within IPPF and with external partners to inform SRHR programming and the wider sector/movement.
- Bring together stories demonstrating evidence and impact to inform, guide and amplify IPPF and partners' action in SRHR.
- Define and measure reporting PL&I metrics for global SRHR commitments.
- Support and enable a safe environment, adhering to the safeguarding reporting and monitoring requirements of this role.

Management responsibility:

- Performance Senior Advisor.
- Health Information Systems Advisor.
- Knowledge Sharing Lead.
- PL&I Communities of Practice.

Expertise:

Track record in:

- Supporting organizational strategy and/or change processes through the provision of evidence-based recommendations and/or developing and embedding new ways of working.
- Designing and using systems for capturing and assessing both impact and performance data that facilitate organizational learning and credible evidence.
- Implementing/adapting different measurements and evaluation frameworks, such as theories of change, logical frameworks and participatory learning techniques, to fit a given context.
- Working with health information systems.
- Demonstrated knowledge and understanding of different care and service delivery models, especially in developing countries.
- Demonstrated understanding of knowledge management principles and capacity to deliver knowledge management and/or organizational learning activities.
- Ability to develop participatory methodologies with communities and networks.

Skills:

- Pro-active, dynamic, strategic, collaborative, develops strong professional networks and able to adapt/work with people from different cultures and backgrounds.
- Analytical skills with an eye for detail and evidence of using quantitative/qualitative data to inform decision-making.
- High level of organisational skills, planning and time-management with the ability to adapt to changing needs.

Personal Competence:

- Excellent writing and presentation skills with evidence of coherent, evidence-based reporting in English.
- Evidence of coordinating and managing people and teams well to create a learning environment.
- Excellent IT skills.

Your Ethos:

- Demonstrate an understanding of and commitment to safeguarding in a local and international context.
- Demonstrates ability and willingness to work in a diverse, multicultural, multilingual and intergenerational environment that is anti-racist and respectful of others.
- An intersectional (pro) feminist passionate about sexual reproductive health care rights + justice, including safe abortion.
- Supportive of people's rights regardless of sexuality or gender identity/expression and supportive of workers' rights and access to health care in sex work.

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