

[Terms of Reference for Individual Consultant](#)

Title		Duty Station: Global Office of Research and Foresight (Italy)
Education Francophone Quantitative Researcher – Data Must Speak (DMS) Research		<input checked="" type="checkbox"/> Remote <input type="checkbox"/> Office Based
Start date: 01-September-2024	End date: 30-March-2025	Total working days estimated: 108 over 7 months
Purpose of Activity/Assignment:		
<p>The main purpose of the assignment is to support the UNICEF Innocenti Education unit in co-creating and co-implementing the Data Must Speak (DMS) Research with Ministries of Education, UNICEF Country Offices, and local stakeholders by advancing the various stages of the DMS research in selected countries.</p>		
Background		
<p>Despite the global learning crisis, even in the most difficult contexts, there are some “positive deviant” schools: those that are outperforming (in terms of learning, participation, and/or equity) other schools in similar contexts and with the same resources. Unfortunately, these positive deviant schools are often not identified and very little is known about the positive deviant practices and behaviours being implemented in these schools or their communities that make them perform better than others. Even less is known about how to incentivize and scale up these positive deviant practices and behaviours in lower performing schools.</p> <p>The Data Must Speak (DMS) Positive Deviance research, led by UNICEF Innocenti – Global Office of Research and Foresight (UNICEF Innocenti), has been designed to address these evidence gaps and inform policy and implementation. The research aims to identify and scale positive deviant practices and behaviours to improve learning outcomes. The research uses both quantitative and qualitative methods, as well as other methodologies and approaches including behavioural sciences, scaling science and implementation research.</p> <p>The DMS research is currently being implemented in 15 countries (Brazil, Burkina Faso, Chad, Cote d’Ivoire, Ethiopia, Ghana, Madagascar, Mali, Nepal, Niger, Lao PDR, Tanzania, Togo, Viet Nam and Zambia) and is co-funded by the Global Partnership for Education (GPE)/International Development Research Centre (IDRC) global programme for Knowledge and Innovation Exchange (KIX), Jacobs Foundation, Norad, Hewlett Foundation, Schools2030 (Agha Khan Foundation) and UNICEF internal resources.</p>		
Objectives of the consultancy		
<p>The consultant will support the smooth implementation of the DMS research by supporting Ministries of Education i) accessing, cleaning, and linking administrative education datasets, ii) supporting the quantitative data analysis of these administrative datasets to identify the resource and contextual factors associated with school performance; iii) supporting the finalization of the DMS Stage 3 in selected countries; and iv) contributing to country, regional, and global synthesis reports. These tasks will be done hand-in-hand with Ministries of Education, UNICEF country offices, regional offices and headquarters</p>		

and development partners at country level and will put emphasis on 'learning-by-doing' capacity strengthening activities.

Major areas of work and responsibility

The consultant will perform the following activities in collaboration with other DMS researchers and in partnership with Ministries of Education, UNICEF Country Offices and Regional Offices:

- Clean, link and integrate education data systems to improve their relevance and reliability. This activity will be done hand-in-hand with Ministries of Education, and other relevant stakeholders—ensuring capacity-building in the process.
- In close collaboration with the DMS quantitative researchers, perform data analysis on the resources and contextual factors that are associated with school performance (in terms of learning outcomes, gender & equity, and retention) from the previously merged datasets.
- Contribute to development and submission of International Review Board (IRB) ethics protection protocols prior to starting data collection activities, as relevant.
- Undertake quantitative research data cleaning and analysis on positive deviant practices and behaviours.
- Collaborate with qualitative research consultants to triangulate findings from the quantitative and qualitative data collected.
- Strengthen the capacity of Ministries of Education and UNICEF field offices and through trainings and 'learning-by-doing' activities in the areas of data cleaning, analysis and interpretation.
- Provide guidance and quality assurance on education database management to Ministries of Education and UNICEF field offices.
- Draft country, regional, and/or global level reports and ensure publications adhere to UNICEF Innocenti Quality Assurance processes, including soliciting and responding to internal and external review.
- Develop additional dissemination outputs, knowledge products and donor reporting requirements, including blog posts, PowerPoint presentations, and/or social media content.
- Support additional activities for the DMS research, the broader workstreams of the Education unit and/or UNICEF Innocenti upon request.

Supervision

The consultant will work under the direct supervision of one of the two Data Must Speak Co-managers, Renaud Comba, Education Research Specialist.

Methodologies and Tools

- Methodologies to be used: Quantitative research; Implementation research.
- Software to be used for data analysis: Stata.
- Subscriptions that will be required: State.

Conditions of Consultancy

1. UNICEF Innocenti does not issue computer equipment to consultants. The consultant will be responsible for providing the necessary computer equipment for the consultancy themselves and should include the cost implications of this responsibility in their bid for the consultancy. The cost of software and subscriptions that may be necessary to complete the consultancy (e.g., Microsoft Word) also needs to be factored into the bid for the consultancy.

2. This consultancy requires the consultant to travel to complete the required deliverables effectively and efficiently. The full cost of travel should NOT be included into the bid for the contract. While UNICEF Innocenti does not make travel arrangements for consultants, there are value for money rules that apply to consultant travel. The consultant will arrange their own travel, clear the anticipated cost with UNICEF and invoice UNICEF for the travel cost as soon as the travel has been completed.
3. UNICEF Innocenti will assist consultants with arrangements for visas, work permits, vaccinations, etc.
4. UNICEF does not regard Individuals engaged under a consultancy contract as “staff members” under the Staff Regulations and Rules of the United Nations and UNICEF’s policies and procedures. Consultants are therefore not entitled to benefits such as leave, pension and medical insurance coverage. Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants.
5. Payment of professional fees will be based on submission of agreed deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant. Prospective consultants are encouraged to ensure that they fully understand (a) the requirements of each deliverable and (b) the workload associated with reaching a deliverable.
6. UNICEF Innocenti recognises that, due to the locations of some of its research, events may occur that either delay deliverables or prevent them from being completed. These events need to be reviewed on a case-by-case basis to determine the impact on the payment schedule of the contract. It is UNICEF Innocenti’s objective to be fair to consultants in situations where deliverables are delayed or no longer attainable through no wrongdoing of the consultant.
7. Consultants are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.

Minimum Qualifications required: Bachelors Masters PhD Other

Enter Disciplines: Education, database management, education economics, political sciences, other related social sciences.

Knowledge/Expertise/Skills required:

Essential skills:

- A minimum of five years of progressively responsible professional work experience at national or international levels in the areas of education research, database management, education economics, with developing country level experience essential.
- Strong quantitative research, database management, and data analysis skills.
- Proven experience of statistical analysis software packages (e.g., Stata...).
- Excellent written and oral communication skills, including in translating research for policy-audiences and other education actors.
- Demonstrated ability to work well as part of a team and to forge and manage relationships with internal and external stakeholders, including Ministries of Education officials, academics, and development partners.
- Excellent written and oral communication skills, including in translating research for policy-audiences and other education actors.
- Demonstrated ability to work well as part of a team and to forge and manage relationships with internal and external stakeholders.
- Commitment to UNICEF's core values of care, respect, integrity, transparency, and accountability.
- Ability to work in a multicultural, multi-ethnic environment.
- Fluency in English and French required.

Desirable qualifications:

- Previous knowledge and experience with the Data Must Speak research methodology is an asset.
- Experience working in the UN or other international development organizations is an asset.
- Fluency in another UN language is an asset.

Core Values

- Care; Respect; Integrity; Trust; Accountability; Sustainability

Competencies

- Builds and maintains partnerships; Demonstrates self-awareness and ethical awareness; Drive to achieve results for impact; Innovates and embraces change; Manages ambiguity and complexity; Thinks and acts strategically; Works collaboratively with others.

Consultancy Fees		
Deliverable/Output:	Estimated number of working days	Deadline
DMS report finalized and published on positive deviant behaviours and practices for country A.	13 days	By/Before September 20 th , 2024
Preparation of first DMS co-creation mission and quantitative analysis of administrative datasets in country B	18 days	By/Before October 20 th , 2024
DMS output finalized on analysis of administrative datasets in country B	17 days	By/Before November 30 th , 2024
Draft inputs into two DMS donor reports; Quantitative results inputted into cross-country synthesis report outline	15 days	By/before December 20, 2024
Preparation of second DMS co-creation mission and quantitative analysis of administrative datasets in country B	18 days	By/Before January 30 th , 2025
Cross-country synthesis draft report finalized and revised to incorporate internal/external reviews	10 days	By/before February 12, 2025
DMS output finalized on analysis of administrative datasets in country B	17 days	By/Before March 30 th , 2025