**TERMS OF REFERENCE:**

**Research and Knowledge Management Specialist**

**Social Policy Evaluation and Research (SPEAR)**

**Mozambique**

Basic Purpose of Position (please outline what does this position contribute to achieving the overall goals of the unit/section in 3-4 lines or less):

UNICEF Mozambique 2017-2020 country program strengthens the focus on producing solid evidence to reinforce advocacy platform for child’s rights. There has been almost two-fold increase in the budget allocation and the number of research, evaluation and studies commissioned and implemented by UNICEF Mozambique in collaboration with key partners between 2017 and 2018. The purpose of this assignment is to respond to this surged demand for technical support, oversight and quality assurance of CO research and evaluation projects as well as to boost cross-sectoral, cross-thematic knowledge exchange for UNICEF Mozambique CO evidence-based programming and advocacy efforts.

Under the overall guidance of the Research and Evaluation Specialist, the incumbent of this post will support and advise UNICEF staff in the country office on all aspects of evidence generation and be responsible for technical support of research and evaluation management, uptake and impact, capacity building for UNICEF staff and its partners, as well as cross-thematic synthesis of evidence. The incumbent will also conduct data collection and analysis to fill information gaps and to strengthen capacity for advocacy for children’s rights.

**Specifically, the incumbent is expected to**:

• Provide direct technical support to sections in the design, quality assurance and oversight of selected research and evaluation projects;

• Synthesize cross-sectoral research and evaluation findings, develop policy relevant dissemination strategies and cohesive advocacy products;

• Lead on a range of knowledge sharing activities that foster cross-thematic learning on what works (and what doesn’t), identifying evidence and equity gaps for CO ongoing and emerging programming work;

• Build skills of UNICEF staff in sound evaluation methodologies and use policy-led and SDG relevant evaluation approaches;

**Key Results Expected**:

● 1. **Quality assurance and technical support**

All evaluation, research and study projects commissioned or implemented by the Country Office and its partners meet UNICEF ethical standards of evidence generation, have well-defined theory of change, robust methodology and implementation plan, strategy for policy and programmatic use of research products.

• In collaboration with the Research and Evaluation Specialist, support sections in the implementation of the research and evaluation plans, work with sectorial research managers on the theory of change, provide direct support in the design and quality assurance of research protocols and assessment of final RES products for the selected research and evaluation projects.

• Ensure appropriate ethical procedures of data collection and response are in place for both quantitative and qualitative studies based on UNICEF standards of evidence generation;

2. **Analysis and synthesis of evidence for best practices and advocacy**

Data-driven analysis contribute to effective prioritization, development and results-based management of specific social policy initiatives and cross-cutting programmatic areas. The Country Office publishes thematic policy briefs summarising evidence on cross-cutting and emerging themes based on the most recent research, evaluation and studies. Based on the results of Evidence for Children and Adolescents 2018 Conference, produce a concept note on 2019 regional conference on child well-being.

• Collects and synthesizes systematically quantitative and qualitative evidence produced by UNICEF Mozambique office and its national and global partners, academic and research institutions to provide evidence overview on cross-cutting themes of material well-being, gender norms, early marriage etc.

• Supports monitoring and evaluation of the Child Marriage Work Package and other emerging initiatives areas in the context of SDG;

• Provides timely, regular data-driven analysis of decentralized child-focused administrative data for effective prioritization, planning, and development and scaling-up specific social policy initiatives;

3. **Sharing New Knowledge, Evidence and Lessons**

The formulation of 2019 - 2020 UNICEF Mozambique research and evaluation agenda is informed by the evidence gaps, lessons learned and bottlenecks in evidence generation activities. Best practices in evidence generation are shared through working groups and Research Committee activities. UNICEF Working paper series has consistent format, visibility and easy of excess for internal and external partners and wider audiences.

• Implement a range of knowledge sharing activities that foster and advance collaboration between sections on the use and adaptation of both evidence-based and experiential knowledge within existing institutional mechanisms (e.g. thematic working groups and Research and Evaluation committee);

• Develop and implement integrated dissemination strategies on policy related research, evaluations and studies including child poverty and well-being, gender related evidence. Formulate a dissemination strategy template that can be included into RES internal guidance brochure.

• Coordinate with communication colleagues on the collection and documentation of lessons learned, good practices and innovations that come from previous evidence generation efforts. Ensure that these lessons can be easily found and shared;

• Contribute to the strategy to increase visibility of research and evaluation products produced by UNICEF Mozambique among UNICEF Global community and beyond using social platforms and other communication tools; This includes the development of UNICEF Mozambique working paper standards, format and procedures.

4. **Evaluation and Research Capacity Development**

The evaluation capacities of the Country office staff and national partners – government and civil society – are enhanced with the contribution of UNICEF knowledge resources and under the framework of UNICEF new evaluation strategy. The research and evaluation managers learn innovative and rigorous evaluation approaches and consistently engage in evidence uptake activities.

• Identify learning needs of UNICEF CO staff and its government partners in the area of evaluation and suggest the best way to address them in systematic and cross-thematic way with adaptation to Mozambique context.

• Adapt UNICEF and third-party produced tools and materials to deliver trainings and other learning activities for UNICEF Mozambique staff and its partners at the national and provincial level including those on research managements, evaluation methods, and evidence uptake;

Supplemental Recruitment Requirements (additional to those contained in the GJP only):

**Education:**

• Advanced university degree (Master or Doctoral studies) in social sciences, knowledge management, economics, development or related fields;

• Basic training / certification on research ethics is highly desirable;

**Work Experience:**

• Minimum 5 years of progressively responsible professional work experience in applied research, evaluation and knowledge management activities with the focus on child rights, some at the international level.

• Developing country work experience is a plus.

**Language Proficiency**

Fluency in spoken and written English is required. Working knowledge of Portuguese is highly desirable.

**Technical Knowledge**

• Professional technical knowledge/expertise in research and evaluation design and methodology with a particular focus on mixed methods (quantitative and qualitative), data analysis and interpretation, policy uptake and dissemination strategies in the area of social and human development;

• Knowledge of emerging international good practice in research and evaluation including new tools and innovative methodological approaches, knowledge sharing platforms;

• Practical experience in capacity building activities with the focus on child rights including designing tools, materials and their successful delivery to the targeted audiences;

• Excellent writing and editing skills in English, writing skills in Portuguese is highly desirable;

• Understanding of UNICEF Mission Statement and UNICEF Guiding Principles;

**Management, Organization and Schedule**

The incumbent will be supervised directly by the Research and Evaluation Specialist and will work in close collaboration with research and evaluation focal points across thematic groups of UNICEF office and external communication sub-unit. The incumbent will also coordinate some knowledge sharing and advocacy work activities with UNICEF programme coordination unit including collaboration with gender and innovation specialists.