**Roster of consultants: Social & Economic Policy team, UNICEF Lesotho**

This document provides detailed information for applications about each of the main workstreams of the team, including a description of the type of work and specific competencies required.

For all positions the following are core essential requirements:

* Ability to organize own work and to carry out a research project with limited supervision according to deadlines;
* Ability to work in a multi-cultural environment and establish harmonious and effective working relationships both within and outside the organisation;
* Ability to speak and write fluently in English, including for a non-technical audience;
* Willingness to undertake project-related travel (depending on the project).

Each type of work also has specific competencies which are listed on the following pages for each workstream. Please ensure that you meet all the essential competencies for each workstreams on which you express an interest in your supporting letter.

On the following pages you will find information for:

* **Workstream 1**: Research on and impact evaluation of cash transfers and other social protection interventions on children
* **Workstream 2:** Operational or academic research on strengthening of social protection systems
* **Workstream 3:** Operational or academic research and portfolio support on public finance for children
* **Workstream 4:** Multidimensional child Poverty
* **Workstream 5:** Other research on social and economic policy issues affecting children

# Workstream 1: Research on and impact evaluation of cash transfers and other social protection interventions on children

Under this workstream, we are seeking consultants who can support mixed-methods impact evaluations carried out on cash transfers and other social protection interventions.

Thematic areas could include: 1) cash transfer/cash plus programme impacts and role of design and implementation; 2) shock-responsive social protection systems; 3) investment cases and identifying sustainable financing for government run cash transfers; and 4) the role of social protection in addressing child deprivations including child labour; 5) Gender equality and disability inclusive impact evaluations of cash transfers and other social protection interventions.

The consultant(s) will carry out analysis of already collected data to provide rigorous evidence on the impact of national cash transfers and cash plus programmes in Lesotho on a range of household, gender, disability, adolescent, and child outcomes related to development and protection. In addition, the consultant(s) may support new and on-going data collection efforts as needed. We are seeking to recruit consultants with quantitative and/or qualitative skills, to complement ongoing and future work. Individuals with mixed methods competencies should specify this capability.

Specific activities may include:

* Questionnaire and protocol preparation, enumerator training, fieldwork observation;
* Data management and data cleaning;
* Data analysis and report writing;
* In-depth country-level analysis and manuscript /report writing related to impacts of social protection on child, adolescent, household well-being, gender equality and disability inclusive outcomes, including analysis of pathways of impact;
* Lesotho focused and cross-country comparative research on the impacts of social protection on child, adolescent and/or household well-being, gender equality and disability inclusive outcomes, including food security, schooling, mental health, transition to adulthood, child nutritional status, violence, child labour, and more;
* Systematic and narrative/traditional reviews of literature with evidence on the impacts of cash transfers and other social protection programmes.
* Dissemination of research findings including production of briefs, blogs and presentation at workshops, conferences, webinars, and other events;
* Contribution to proposal and fundraising efforts for additional research streams;
* Capacity building of UNICEF Lesotho Country Office staff national counterparts (e.g. the Bureau of Statistics and academia), around research and evaluation methods and case studies.

***Qualifications and/or specialized knowledge/experience required and desirable for the Social Protection impact evaluation workstream***

### Quantitative researcher:

#### Essential:

* At least a master’s degree in economics, statistics, public policy, demography, public health or related field;
* Demonstrated experience at analysing large-scale household and/or community level and/or school-based survey data, preferably in regard to child and household outcomes (experience with longitudinal data an asset);
* Ability to carry out econometric analyses and applying impact evaluation methods autonomously.
* Excellent analytical skills and advanced quantitative skills;
* Excellent knowledge of Stata and other statistical packages;
* Willingness to undertake project-related travel to support enumerator training, fieldwork observation and/or results’ dissemination (depending on the project);

#### Desirable:

* Knowledge of key issues in international development policy, notably as these are related to multidimensional child poverty, social policies and development assistance;
* Experience with survey questionnaire design, field work and data collection;
* Knowledge/experience of study design including power calculations, sampling and calculating weights;
* Knowledge of and/or experience in data science, machine learning and big data techniques is an asset;
* Recent (high quality) publications in peer review journals on relevant topics;
* Experience in building partnerships and mobilizing resources/fundraising;
* Fluency in English is a must.

### Qualitative researcher:

#### Essential:

* At least a master’s degree in anthropology, sociology, public/social policy, or related field;
* Demonstrated experience in research in low- and middle-income contexts;
* Experience with fieldwork and qualitative data collection (key informant interviews, focus groups, in-depth interviews);
* Demonstrated experience at analysing diverse forms of qualitative data preferably in regard to children’s outcomes;
* Ability to carry out analyses autonomously, including hypothesis building and thematic analysis and qualitative data analysis software such as NVivo, Atlas.ti, etc.

#### Desirable:

* Current knowledge of key issues in international development policy, notably as these are related to social policies;
* Knowledge and competency in at least one qualitative analysis software (Nvivo, Atlas TI or others);
* Experience of qualitative research design;
* Experience with field work and qualitative data collection (including development of interview guides and enumerator training);
* Experience of qualitative research in developing settings;
* Knowledge of and experience in gender analysis/research
* Recent (high quality) qualitative or mixed-methods publications on relevant topics;
* Experience in building partnerships and mobilizing resources/fundraising;
* Fluency in English is a must.

# Workstream 2: Operational or academic research on strengthening of social protection systems.

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This work stream seeks to expand the evidence around the key factors that strengthen social protection systems. It also includes research on how gender and disability is institutionalized into social protection systems. We are seeking to recruit consultants with quantitative and/or qualitative skills, to complement ongoing and future work. Individuals with mixed methods competencies should specify this capability.

Activities under this workstream include:

* Political economy analysis of social protection systems and policy reforms in Lesotho (horizontal and vertical governance, gender, disability, social norms);
* Analysis of financial sustainability and fiscal space for social protection;
* Building investment cases for social protection through various methods e.g. cost of inaction, benefit-cost ratios, cost-efficiency and cost-effectiveness analysis, microsimulation modelling of returns to investment, local economy wide impact evaluation modelling (LEWIE);
* Macro-econometric modelling; assessing impacts of social protection at macro level including CGE modelling and social accounting matrices of social protection;
* Technical support and training to UNICEF country office and national counterparts (e.g. the Bureau of Statistics):
* Contribute to funding proposals for new research on the strengthening of social protection systems.

***Qualifications and/or specialized knowledge/experience required and desirable for the social protection systems workstream***

### Quantitative researcher

#### Essential:

* At least a master’s degree in public policy, public administration, economics, public policy, finance, statistics, political science or related field;
* Demonstrated experience at analysing social programme costs, cost-benefit analyses, cost-effectiveness analyses;
* Ability to carry out macro-econometric modelling and time series analyses;
* Excellent analytical skills and advanced quantitative skills;
* Excellent knowledge of Stata and other statistical packages;

#### Desirable:

* Current knowledge of key issues in international development policy, notably as these are related to multidimensional child poverty, social policies and development assistance;
* Experience with macro-economic analysis – and social sciences
* Experience in fiscal space analysis;
* Experience in political economy analysis;
* Knowledge of and experience in gender analysis/research;
* Recent (high quality) publications on relevant topics;
* Experience in building partnerships and mobilizing resources/fundraising;
* Fluency in English is a must.

### Qualitative researcher:

#### Essential:

* At least a master’s degree in public/social policy, sociology, anthropology, public health or related field;
* Demonstrated experience in research in low- and middle-income contexts;
* Experience with fieldwork and qualitative data collection (key informant interviews, focus groups, in-depth interviews);
* Demonstrated experience at analysing diverse forms of qualitative data preferably in regard to children’s outcomes;
* Ability to carry out analyses autonomously, including hypothesis building and thematic analysis and qualitative data analysis software such as NVivo, Atlas.ti, etc.

#### Desirable:

* Current knowledge of key issues in international development policy, notably as these are related to social policies;
* Knowledge and competency in at least one qualitative analysis software (Nvivo, Atlas TI or others);
* Experience of qualitative research design;
* Experience with field work and qualitative data collection (including development of interview guides and enumerator training);
* Experience of qualitative research in developing settings;
* Knowledge of and experience in gender analysis/research
* Knowledge of and/or experience in political economy analysis;
* Recent (high quality) qualitative or mixed-methods publications on relevant topics;
* Experience in building partnerships and mobilizing resources/fundraising;
* Fluency in English is a must.

**Workstream 3:** Operational or academic research and portfolio support on public finance for children

This work stream will involve the analysis of social spending and public finance in line with Government of Lesotho and UNICEF Lesotho’s strategic priorities.

Activities under this workstream include:

* Fiscal incidence analysis;
* Tax-benefit modelling;
* Monitoring of social spending overall and social spending that affects children;
* Assessing the impact of social spending on children’s wellbeing and equity;
* Assessing the impact of shocks on social spending e.g. COVID-19;
* Assessing the child sensitivity and gender responsiveness of public finance;
* Macro/meso level economic analysis and modelling;
* Technical support and training to UNICEF Lesotho and its national counterparts (e.g. Ministry of Finance and Development Planning, including Bureau of Statistics);
* Contribute to funding proposals for public finance for children.

## *****Qualifications and/or specialized knowledge/experience required and desirable for the Public finance workstream*****

#### Essential:

* At least a master’s degree in finance, statistics, economics, public policy, ~~public health~~ or related field;
* Demonstrated experience at analysing social expenditures and public finance data;
* Experience in analyzing taxation, fiscal incidence analysis; tax-benefit microsimulations
* Ability to carry out time series analyses;
* Excellent analytical skills and advanced quantitative skills:
* Excellent knowledge of STATA and other statistical packages;

#### Desirable:

* Current knowledge of key issues in international development policy, notably as these are related to multidimensional child poverty, social policies and development assistance;
* Knowledge of and/or experience with macro/meso level-economic analysis and modelling;
* Knowledge of and/or experience in gender responsive/child sensitive budgeting or budget analysis
* Recent (high quality) publications on relevant topics;
* Experience in building partnerships and mobilizing resources/fundraising;

# Workstream 4: Multidimensional child Poverty

This work stream will involve the research and analysis on multidimensional child poverty in Lesotho. in line with UNICEF’s new strategic priorities relating to this area. This work stream will involve policy-based analysis to contribute to current goals and innovative exploratory work to identify new themes.

Specific activities include:

* Improvements to the conceptualization and measurement of child poverty in different contexts;
* Qualitative work on children’s and adult’s understandings of child poverty;
* Statistical and econometric analysis of primary and secondary data;
* Collaborative working, technical support and training to UNICEF country office and national counterparts (e.g. the Bureau of Statistics and academia);
* Collaborative working with external research partners
* Contribute to funding proposals for new research on child poverty.

### *****Qualifications and/or specialized knowledge/experience required and desirable for this workstream*****

#### Essential:

* A relevant master’s degree in Economics, Social Policy, International Studies and related disciplines
* Substantial relevant experience in social and economic research
* Research relating to conceptualisation and measurement of child poverty
* Excellent quantitative/statistical and analytical skills
* Experience and skills in undertaking statistical analysis in R (preferred) or Stata
* Good qualitative research skills (including related to primary data collection)
* Excellent writing and presentational skills

#### Desirable

* Experience of constructing surveys of households and children
* Publications on social policy topics related to children

# Workstream 5: Other research on social and economic policy issues affecting children

From time to time the team undertakes other specific projects within the broad remit of social and economic policy issues that affect children. This includes two specific types of work for which we would welcome expressions of interests from consultants:

## Statistical analysis of large-scale data sets

This may include data extracted at macro level such as key indicators measured at regional and national level for cross-country analysis. It may also include analysis of micro data including household and individual survey data including panel studies.

### *****Qualifications and/or specialized knowledge/experience required and desirable for this workstream*****

#### Essential:

* A relevant master’s degree in Statistics, Econometrics or a related discipline with a substantial statistical component
* Substantial relevant experience in social and economic research
* Excellent quantitative/statistical and analytical skills
* Experience and skills in undertaking statistical analysis in R (preferred) or Stata
* Excellent writing and presentational skills

#### Desirable

* A relevant PhD
* Experience of designing and managing surveys of households and children
* Publications on social policy topics related to children

## Qualitative research with children and young people

This may include studies involving individual interviews, focus groups and other qualitative methodologies to explore children’s perceptions of particular topics. It may also include participatory approaches to involving children in research

### *****Qualifications and/or specialized knowledge/experience required and desirable for this workstream*****

#### Essential:

* A relevant master’s degree in Sociology, Anthropology or related subjects
* Substantial previous experience of qualitative research with children
* Excellent qualitative analytical skills
* Excellent writing and presentational skills

#### Desirable

* A relevant PhD
* Experience of participative research with children
* Experience of working with NVivo for qualitative data analysis
* Publications on social policy topics related to children

## Real time data collection and Statistical System Strengthening

This may include assessment of the national statistical systems and ministerial Management Information Systems (MIS), data landscape as well as support to design of design of statistical system strengthening programmes and real time data collection. The assessment and studies may involve desk reviews, individual interviews, focus groups, system assessment and other qualitative and quantitative methodologies.

### *****Qualifications and/or specialized knowledge/experience required and desirable for this workstream*****

#### Essential:

* A relevant master’s degree in ICT, Management Information Systems, Statistics or related subjects
* Substantial previous experience of MIS designs and real time data collection
* Excellent qualitative analytical skills
* Excellent writing and presentational skills

#### Desirable

* A relevant PhD
* Experience of working with NVivo for qualitative data analysis
* Publications on social policy topics related to children, national statistics systems, management information systems.