

[Terms of Reference for Individual Consultant](#)

<b>Title</b>		<b>Duty Station:</b> Global Office of Research and Foresight (Italy)
<b>Education Qualitative Research Consultant – Data Must Speak (DMS) Research</b>		<input checked="" type="checkbox"/> Remote <input type="checkbox"/> Office Based
<b>Start date:</b> 14-October-2024	<b>End date:</b> 31-March-2025	<b>Total working days estimated:</b> 90 days over 5.5 months
<b>Purpose of Activity/Assignment:</b>		
<p>The main purpose of the assignment is to support the Data Must Speak (DMS) Positive Deviance research team to finalize the implementation of the qualitative research component of the research in a maximum of 3 countries and develop research synthesis products and global public goods for diverse audiences.</p>		
<b>Background</b>		
<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>		
<b>Objectives of the consultancy</b>		
<p>The consultant will support finalizing the implementation of the qualitative research component of the DMS research in a maximum of 3 countries and develop research synthesis products and global public goods for diverse audiences.</p>		
<b>Major areas of work and responsibility</b>		
<p>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:</p> <ul style="list-style-type: none"> <li>• Collaborate with DMS research team member(s) to develop coding framework and analytical strategies for qualitative data collected at country-level.</li> </ul>		

- Code qualitative data in French and/or English using Nvivo; ensure consistency in application of the codebook across multiple qualitative research consultants working in the same country.
- Complete qualitative data analysis by identifying key analytical points emerging from the data, including from individual school pairs, at the context level, and at the country level.
- Draft qualitative research sections and policy recommendations for the final Stage 3 report in French and/or English, dependent on the country.
- 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.
- Contribute to activities aimed at increasing the use of research findings by decision makers at country level.
- Work hand-in-hand with the DMS research team and the DMS co-managers to continuously learn, improve, and refine (using iterative processes) the DMS Stage 3 methodologies and its implementation at country-level, including through regular meetings.

### **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: Qualitative research methodologies.
- Software to be used for data analysis: Nvivo.
- Subscriptions that will be required: Nvivo.

### **Conditions of Consultancy**

- 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.
- This consultancy might require the consultant to travel to complete the required deliverables effectively and efficiently. Travel costs should NOT be included in the bid for the contract as travel costs will be provided at time of travel and approved by consultant's direct supervisor. UNICEF Innocenti does not make travel arrangements for consultants. 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.
- UNICEF Innocenti will assist consultants with arrangements for visas, work permits, vaccinations, etc.
- 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.
- 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.

- 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.
- 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, social sciences, political sciences, international development, or related field.

**Knowledge/Expertise/Skills required:**

***Essential skills:***

- A minimum of five years of work experience at national or international levels, with developing country level experience being an asset.
- Experience in qualitative research methodologies, including interviews, focus group discussions, and participatory methods.
- Demonstrated skills in coding and analysis of large qualitative datasets and experience using Nvivo software for qualitative data analysis.
- 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 required; proficiency in French required.

***Desirable qualifications:***

- Some research experience with data triangulation across quantitative and qualitative data sources preferred.
- Previous knowledge and experience with the Data Must Speak research methodology is an asset.
- Experience working in the UN or other international development organizations on research in the education sector 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.

<b>Consultancy Fees</b>		
<b>Deliverable/Output:</b>	<b>Estimated number of working days</b>	<b>Deadline</b>
Coding of qualitative data, pair analyses, contextual analyses and country-level analysis completed for Country A; triangulation meeting conducted to finalize qualitative results for Country A	15 days	By/before November 8, 2024
Country B and Country C research reports revised to incorporate internal/external reviews	5 days	By/before November 20, 2024
Draft inputs into two DMS donor reports; Country A research report drafted; qualitative results inputted into cross-country synthesis report outline	25 days	By/before December 27, 2024
Finalize technical reviews and validation of publication design and dissemination packages for Countries B and C	10 days	By/before January 10, 2025
Cross-country synthesis draft report finalized and revised to incorporate internal/external reviews	15 days	By/before February 12, 2025
Finalize technical reviews and validation of publication design and dissemination packages for Country A	10 days	By/before February 28, 2025
Drafts of a minimum of two knowledge products submitted based on the cross-country synthesis report and/or emerging trends from qualitative data	10 days	By/before March 31, 2025