**LEAP Learning Facilitators**

**Overview**

The Learning, Evidencing and Advocacy Partnerships (LEAP) Pillar of DFID’s governance programme Partnership to Engage Reform and Learn (PERL), is inviting qualified persons to apply for the learning facilitator position across its delivery locations; Kaduna, Kano, Jigawa, South East, South West and the North East.

**Background**

The Partnership to Engage, Reform and Learn (PERL) is a five-year DFID-funded governance programme (2016 – 2021). Its objective is to support governments of Nigeria to reform core governance processes (making, implementing, tracking and accounting for policies, plans, and budgets) and to ensure that these improvements feed through into the improved delivery of public goods and services.  PERL is made up of three pillars that plan and work closely together: **ARC** (Accountable, Responsive and Capable Government), works with Nigerian governments to develop more systematic, transparent, responsive and accountable core governance processes, **ECP** (Engaged Citizens), works with a wide and inclusive range of citizen groups to bring citizens’ priorities to the attention of government in an effective way and hold government to account for the implementation of policy and budget commitments and **LEAP** (Learning, Evidencing and Advocacy Partnership), works to strengthen the evidence base for reform by creating demand for, generating and encouraging the use of evidence to inform discussion and decision-making on public sector reform. LEAP is being delivered via three workstreams: Learning and Adaptation, Research and Evidencing, and Communications and Knowledge Management.

LEAP wishes to recruit Learning Facilitators for all PERL delivery locations, in order to embed the articulated Strategic Pathways in year 4 of the programme, while clearly identifying and articulating the risks of this approach. Through the involvement of the learning facilitators, the story of how alternative Strategic Pathways were trialled will be captured (including when new ways of working and approaching the issue became challenging) and will contribute to learning about how programmes can better connect with the realities that actors in the public sector reform space face. The work of the learning facilitators cuts across the three LEAP workstreams and is expected to deepen learning about the drivers of public sector reform, facilitate and monitor programme delivery, strengthen the use of data and evidence in the day to day delivery of PERL, support LEAP research projects and create safe spaces for existing teams to model these new behaviours and principles.

**Responsibilities and Scope of Work for Junior Learning Facilitators**

* Working, as a member of the PERL delivery teams to observe and record implementation progress of the strategic pathways, and monitoring implementation of KPIs.
* Documenting ways that the strategic pathways contribute to changes in programming activities and relationships with stakeholders (the external story), as well as how it impacts the programme i.e. organisational management, staffing, budgeting, and so on (the internal story).
* Keeping detailed notes (using the PERL learning logs) of their accompaniment, to be shared each month with the PERL researchers who will review and discuss the emerging findings monthly.
* From their learning logs, Junior learning facilitators will produce reports on each delivery team. These reports will feed into a workshop every six months of implementation to discuss cross-programme learning to date, development of the programme six-monthly report.
* Participating in and documenting the PERL learning and adaptation (L&A) reflection sessions which will take place on a quarterly basis. These sessions will involve delivery teams, the learning facilitators, selected technical advisors and cross-cutting intervention advisors (those who might act as ‘critical friends’ to challenge assumptions).
* Conducting interviews with PERL staff, PERL partners and program beneficiaries.
* Support the research and evidence workstream in organising and conducting research activities in PERL locations as directed.
* Take part in case study research on Most Significant Change stories and cases of learning and adaptation reported in the PERL results framework.
* Ensuring that indicators and data sources are routinely being provided to enable delivery teams and management to assess progress and make informed decisions about necessary adaptations.
* Identifying areas for further qualitative research on various aspects of PERL’s 10 ToC propositions, Budget, IGR, Local Governance, Health, Education, Water and facilitate flow of information between delivery teams, KM/Comms teams, PERL partners and LEAP researchers.
* Support the KM/Communications manager and lead in ensuring the stakeholder mapping is up-to-date and relevant to their areas of work (provide information in instances e.g. if a new stakeholder is identified during an interview; if a thematic / geographical area and/or group is not fully represented in the stakeholder mapping). This can be flagged to the Senior Learning Facilitator and discussed during relevant NLAM and LEAP meetings.
* Support LEAP KM/Communications officers in implementing activities in location and to identify learning processes that can be used to create comms products.
* Play a critical role in building the bridge between the KM/Communications and the MEL teams in location

**Required Qualifications and Competencies**

* Bachelors or Masters in development studies, political science, economics, international studies, social sciences, or a related field.
* At least three years of experience in conducting qualitative research.
* Experience conducting key informant interviews and facilitating group sessions. Knowledge of qualitative data collection methodology and data collection tools.
* Experience interacting with partners, government officials and other key stakeholders in a developing country context.
* Strong attention to detail, with a quality-focused mindset.
* Ability to work independently and problem-solve, as well as enlist the support of other teams within the organisation.
* Ability to work flexibly, respond quickly to feedback and deliver timely on engagements.
* Cultural sensitivity and demonstrated ability to work successfully with diverse constituencies.
* Strong written and oral communication skills and complete fluency in English is required.
* Previous work experience and ability to communicate in the dominant local language of the preferred location is an advantage.
* Proficiency in the use of Microsoft office packages (Word, excel and PowerPoint)
* Previous experience working with DFID and other donor funded programs is an asset.

**Submission of Applications**

Applicants should apply online by sending their CV/resume and a cover letter to leap-recruitment@odi.org.uk.

CV should be saved using the format “Full Name\_ Location\_Position Applied For”

Subject line for the application should include the candidate’s full name and desired location (Kaduna, Kano, Jigawa, South East, South West or North East) and position applied for. E.g. *“Marcus Maryam-Kano-Learning Facilitator”*

Kindly include at least two references; Name, position and contact details with your application

Candidates should apply for this position no later than 25th of February 2020