



ABOUT RESTLESS DEVELOPMENT

We are living in a time of 'peak youth'. Half the global population is under 30 and of these young people, 90% live in developing countries. Despite this, traditional approaches to development continue to ignore the power of young people as capable agents of change. At almost every stage in the development process, the knowledge and capacity of young people goes untapped and their power to lead change is weakened. We know young people have the power to solve the challenges we face in our world, but they are being ignored and overlooked.

We are the agency that works with young people so they can lead in solving those challenges. Whether that means supporting communities to end child marriage or prevent HIV, we work with young people to change their lives and the lives of people in their communities. Through our innovative programmes and policy work, targeting decision makers globally, we ensure that young people's voices are heard not only in their local communities but all the way up to world leaders.

Restless Development has been working with young people since 1985 and our work is led by thousands of young people every year. We listen to young people, our work is led by young people, and together we help young people make lasting change in their communities and countries. Our programmes are genuinely life-changing, but we can't do any of this without talented, creative individuals at every level of our organisation.

Our newest programme is We Lead.

We Lead is an inspiring, innovative and far-reaching programme that aims to improve the sexual and reproductive health and rights (SRH-R) of young women from four specific groups: young women who live with HIV, that have a disability, that identify as lesbian, bisexual, trans or intersex, and that are affected by displacement. The programme puts young women in the driving seat, while supporting them to sustainably advocate for their rights. The programme will be implemented in nine countries in Africa, the Middle East and Central America.

The We Lead consortium consists of six civil society organizations (Positive Vibes, Restless Development, Marsa, FEMNET, the Central American Women's Fund, Hivos) and the Dutch Ministry of Foreign Affairs. Hivos is the lead party. The five-year programme has a budget of EUR 40,7 million, and is funded by the Dutch Ministry of Foreign Affairs under the SRHR Partnership Fund, which is part of the Power of Voices subsidy framework.

Pending approval, the programme starts January 1st, 2021.

OUR APPROACH TO SAFEGUARDING

Restless Development considers the welfare and protection of children, young people and vulnerable adults to be an organisational imperative with primacy over the success of programmes or strategic objectives. We recognise that safeguarding is everyone's responsibility and we expect all of our staff, volunteers and partners to ensure we protect the communities in which we operate from harm and abide by our [Safeguarding Policy](#).

For more information on Restless Development's mission, values and work, please visit:
www.restlessdevelopment.org.

ABOUT THE ROLE

Job title	Research & Learning Manager
Location	Uganda
Salary	UGX 95,280,696
Preferred start date	February 2021 onwards
Length of contract	12 months initial contract - renewed annually until 2025 dependent on funding from the Ministry of Foreign Affairs of the Netherlands
Visa requirements	Must have the right to work in Uganda or Africa Region
Reports to	Snr Research and Learning Manager/ Director of Programmes & Partnerships
Direct reports	N/A
Expected travel	Likely international travel

The role

The Research and Learning Manager will play a critical role in ensuring that data and research informs and drives the advocacy efforts of the young women across the programme. It will also put learning at the heart of the programme's approach, and ensure there is mutual accountability between the consortium and the young rights holders the programme supports.

The role will use Restless Development's established approach to youth-led research to support Communities of Action (composed of young rights holders) to lead on the research process - from defining the questions; to collecting data; to drawing out key findings. The role will take responsibility for the implementation of the consortium wide planning, monitoring and evaluation framework across Restless Development's activities. Beyond this, the Research and Evaluation Manager and the insights generated from the We Lead programme will also make a significant contribution to Restless Development global Evidence and Learning strategy.

We are looking for someone with strong technical research and evaluation skills; the ability to train and support young right holders to harness evidence and learning in their activism; and a commitment to supporting youth leadership.

KEY PRIORITIES

1. Youth-led research

- Lead the coordination of programme wide youth-led research, including technical oversight, project and budget management of studies (likely to be 2-4 studies conducted across the lifespan of the programme).
- Ensure high quality research design, drawing from Restless Development's established youth-led research methodology.
- Be accountable for the production of high quality, final research reports.
- Provide training and support to Communities of Action and Rights holders, to enable them to lead the framing and implementation of research studies.

2. Monitoring, Evaluation and Learning

- Be accountable for the implementation of the programme's monitoring, evaluation and learning framework across Restless Development's activities, ensuring monitoring and learning processes are effectively followed, providing training and support to global colleagues.
- Act as Restless Development's MEL focal point for the programme within the wider consortium, responding to reporting requirements and participating in consortium working group meetings.
- Share best practices and insights based on Restless Development's expertise to inform the consortium wide approach to MEL, for example by drawing from our dynamic accountability model to support mutual accountability between the consortium and rights holders.
- Support consortium wide efforts to build the capacity of MEL leads within the Communities of Action

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3. Generating Strategic evidence and learning





- Ensure evidence and learning generated through the We Lead programme contributes to Restless Development's organisational evidence and learning strategy, responding to our strategy learning questions.
- Ensure programme wide MEL systems are integrated into Restless Development's organisational MEL system and reporting processes.
- Be an active member of Restless Development's Global Programme Quality team, participating in quarterly meetings; sharing best practice across the agency; and supporting global initiatives.

4. Other

- You may occasionally be required to work on weekends and/or public holidays, for which time off in lieu will be granted
- Other duties as required.

ABOUT YOU

We are looking for people with the right competencies and skills for the role, and who demonstrate the personal qualities consistent with [our Values](#).

Values	Behaviours	What we expect of the Research and Learning Manager
 HEART We are who we serve. We are brave.	Values-led	Embeds a values-led culture within their team; both recognising and rewarding behaviour which upholds the Restless Values and professionally challenging behaviours which do not.
	Innovation	Fosters a climate of innovation and continual improvement across their team. Considers external best-practice when adapting plans; acting positively and quickly to assess and resolve issues.
 HEAD We are 100% professional. We prove that young people can	Delivers Quality	Takes full accountability for performance and value-for-money within their team. Ensures team capacity to deliver quality against strategic priorities, and guides their team to develop solutions for anticipated problems.
	Decision Making	Takes full accountability for managing a budget and/or programme and/or incidents. Considers the organisational vision, Restless Values, external influences, and long term impact when making decisions. Supports more junior staff with difficult decisions.
 VOICE We generate leaders. We are proud to carry the banner for youth-led development.	Leadership	Plays a key role in strategy development. May manage a small team, taking accountability for team performance and creating a compelling leadership vision for their team. Inspires and supports others to take on a leadership role.
	People Development	Drives their own personal development, committing to new challenges which build capacity for the organisation. Supports team members to fulfil their potential through effective performance management, mentoring and other opportunities for growth.
 HANDS We are in it together. We listen and learn.	Effective Communication	Builds consensus and commitment amongst staff and national partners, using effective communication to navigate difficult topics. Coaches others to communicate effectively.
	Collaboration	Utilises their internal and external relationships to enable others to expand their network; creating opportunities for others to broaden their awareness of other parts of the organisation and/or current issues. Cultivates national partnerships.

SKILLS AND EXPERIENCE

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Essential	<ul style="list-style-type: none"> • Commitment to youth-led change, and Restless Development's values and mission • Experience in community led development • Experience and understanding of working across countries and regions globally. • Strong research skills, including both quantitative and qualitative data analysis • Experience in the design and implementation of research studies • Strong technical monitoring, evaluation and learning (MEL) knowledge, with experience of designing and implementing MEL frameworks • Experience in providing training and capacity building to staff and volunteers • Project management experience • Strong communication skills, including the ability to write high quality, accessible reports • Fluent in English - both written and verbal
Desirable	<ul style="list-style-type: none"> • Knowledge and experience of participatory research and / or youth-led research • Experience of programmes focused on the following: Sexual and Reproductive Health and Rights (SRHR), Advocacy; capacity building; community-led change • Experience in the recruitment and management of external consultants • We particularly welcome applications from women with lived experiences of one of the rights holders groups - that is women who live with HIV, that have a disability, who are excluded from a gender or sexuality context and who are affected by displacement

Restless Development is an Equal Opportunities employer and welcomes applications from all sectors of the community. Restless Development will ensure that no applicant or staff member receives less favourable treatment on the grounds of gender, sexual orientation, marital status, social status, caste, race, ethnic origin, religious belief, age, HIV status, disability, or any other factor that cannot be shown to be relevant to performance.

WHAT WE DO FOR YOU

Remuneration

We are proud to commit to a transparent global salary scale, ensuring a fair and comparable system of pay across all global locations.

Values and Culture

At Restless Development, we're proud that the strength and integrity of our Values has been recognised by staff, beneficiaries, donors and others who we work with. Beyond this, we have a culture of recognising and celebrating both our Values and our global achievements with monthly Values Champions and an annual Values Day.

Work-life Balance

It goes without saying that we work hard, at Restless Development. We also recognise the importance of helping staff to maintain a positive work-life balance by offering:

- 24 days annual leave (in addition to public holidays and with an extra day of annual leave given for each full year of service, up to a maximum of 28 days).
- Birthday Leave
- Access to flexible working.
- Generous study leave, maternity, paternity or adoption leave, and other leave allowances.

Professional Development

Restless Development is proud to be an employer who recognises potential and invests in the development of its staff. We are committed to the professional development of our staff through:

- Empowering opportunities to work on significant projects which stretch and inspire staff – allowing them to develop on-the-job.
- Regular performance management.
- Training and development opportunities, including supporting our staff to identify mentors both within and outside of the agency.
- Quarterly Staff Workshops for all staff to give and receive agency updates, receive training, and socialise.

Travel and Medical Insurance

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When travelling abroad with work, all staff will be covered by Restless Development's travel insurance.

KEY DATES

- Applications to be submitted by 9am EAT 1st February 2021
- Interviews w/c 8th February 2021
- Preferred start date - February onwards

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