



Global Schools Forum

Impact Manager

About Global Schools Forum

Global Schools Forum (GSF) is a **collaborative community of non-state organisations** working to improve education at scale for underserved children in low and middle-income countries.

Our **vision** is that all children can realise their potential through safe access to quality education.

Since our establishment in 2017, we've grown our community to **155 organisations** spanning 65 countries, collectively running or supporting over **1.7 million schools** and providing education to nearly **113 million children**. Our community comprises **standalone schools**, such as [MAIA Impact](#) working with Mayan girls in Guatemala; **school networks** working within or across countries, including organisations like [Hippocampus](#) working in India or [United World Schools](#) working in Cambodia, Myanmar, Nepal and Madagascar; and organisations providing core support services to non-state schools, such as [EdPartners Africa](#) that provides financial services to schools in Kenya or [Instill Education](#) that provides a variety of teacher development offers across Africa.

GSF's strategy currently covers three core areas:

Strengthening and growing a global, interconnected learning community. We are continuously expanding our community of mission-aligned, non-state organisations across Asia, Africa, and South America. We provide opportunities for our community of leaders to collaborate and learn from each other as they confront shared operational and pedagogical challenges. Based on the needs and challenges of the community, we curate an annual programme of events and communities of practice.

Testing promising solutions and diffusing evidence. We fund and support education entrepreneurs to develop, test and scale promising education approaches. We generate and share evidence on 'what works' in education and what makes organisations more effective.

Partnering strategically to shape policy and scale solutions. We enable our community to engage in the strengthening of education systems by engaging in global policy processes, and with support in forging partnerships with other organisations, funders, and policymakers.

We are a small, fully-remote global team with colleagues based in the UK and across Africa, Asia and Latin America, reflecting the communities in which we work.

Our Values are central to everything we do as a team, as a global community and in our engagements with partners, funders and the global education community:

- **Collaboration:** We leverage each other's strengths and knowledge to drive and amplify purpose driven collective action.
- **Intentional Inclusivity:** We cultivate and celebrate diversity of backgrounds, culture, perspectives, and approaches promoting inclusivity and mutual respect.
- **Continuous Improvement:** We commit to continuously learning, improving, and innovating, while sharing best practices and failures.
- **Honesty and Transparency:** We conduct ourselves with integrity, openness, accountability and kindness.

Innovation at Global Schools Forum

The Innovation portfolio at Global Schools Forum comprises four key strands of work:

- **The Impact at Scale Labs:** Eighteen months of **technical support** and **funding** to organisations seeking to scale their education innovations.
- **The Impact Accelerator:** Nine-month **technical support** for scale.
- **Innovative financing:** Developing and testing **new financing products** to drive impact in education.
- **Diffusion:** Codifying and **sharing actionable learning** from across our portfolio to encourage the replication of successful scale strategies.

About the Impact at Scale Labs

GSF launched the [Impact at Scale Labs](#) in 2021. The programme has had three calls for proposals focused on sourcing highly promising, locally-led innovations (two global calls and one national in Kenya). We have contracts in place to support 12 organisations aiming to reach an additional 100,000 children with their solutions for COVID-19 learning recovery, early childhood education and development, and foundational literacy and numeracy. By 2029, based on our current pipeline, we are poised to support 50 organisations reaching close to 500,000 children. The Impact at Scale Labs programme systematically sources, screens, contracts, funds, and supports mostly locally-led education innovations.

The Labs include:

- ✓ **Grant Funding:** selected organisations receive up to \$200,000;
- ✓ **Tailored coaching and technical support:** organisations receive 18 months of tailor-made support to test new pathways to scale and build a foundation for sustainability;
- ✓ **Evidence-building activities:** organisations are supported to build appropriate mechanisms to collect data and evidence to support their decision-making;
- ✓ **Access to ecosystem partners:** organisations actively engage with the global GSF member base and wider network to build partnerships for scale;
- ✓ **Wide platform of peers:** organisations access a platform to share evidence and encourage replication of impactful solutions.

About our Impact Accelerator work

The Labs have enabled GSF to validate the assumption that strengthening the capacity of organisations in targeted areas such as defining a scale strategy, impact measurement, and fundraising have a significant effect on capability of organisations to scale. The Accelerator leverages the tools and resources developed through the Labs and also maintains its distinct value proposition, as follows:

- ✓ **Focus on building capabilities:** In the Accelerator, the focus is on in-depth catalytic support to help accelerate funding and impact, over 9 months. Organisations do not receive grant funding from GSF as part of the Accelerator.
- ✓ **Flexible offer:** In the Accelerator, the support will be customised to the broader needs of the organisation as identified in the diagnostic phase. This means the support could exclude the testing of a specific innovation if that does not emerge as a priority in the diagnostic phase.
- ✓ **Asynchronous support:** The Accelerator will build out and test several in-depth online modules of support which future Accelerator cohorts can follow asynchronously, with on-demand support from the GSF team and external experts.

About our Innovative Financing Work

GSF, Kaizinvest, IDP Foundation and Varthana undertook a landscape assessment to assess the potential for lending to non-state education providers. The scoping work will result in a \$50M+ blended finance fund, focused on improving holistic well-being of children, especially around improved health, education and climate resilience in Sub-Saharan Africa. As the first phase investment of this Fund of \$2M, IDP Foundation and GSF have launched the Incentives for Learning programme in Kenya alongside two local Kenyan financial partners. The program will test out how linking adding financial rewards linked to learning outcomes to loan products can drive improved outcomes for children.

Diffusion

Based on our learnings, GSF developed the [Impact at Scale Toolkit](#), a library of in-depth scale tools and case studies organisations use to navigate their scale journeys. We have partnered with HundrED, Schools2030 and the Jacobs Foundation to create a [user friendly mechanism](#) to support the translation and uptake of scaling research for the education community. We also share learnings from our innovation work through targeted communities of practice, conferences, and meetings.

Responsibilities

We are recruiting an Impact Manager to support the delivery of our innovation portfolio. This role will support the Impact Senior Manager and the wider innovation team. The Manager will also support GSF and the innovation team to monitor its impact, learn, and course-correct. The role will cover the key responsibilities below, focusing on 2-3 of them at a time.

1. **Training, coaching and technical support to strengthen Monitoring, Evaluation and Learning (MEL) capacity for education organisations:**
 - Onboard participating organisations and support organisations through the MEL diagnostic components of innovation support programmes.
 - Plan and deliver MEL-focused workshops, offsite sessions, and coaching sessions to program participants and the broader GSF community, providing mentorship to strengthen MEL in participating organisations.
 - Commission and manage MEL consultants supporting innovation programs.
 - Support organisations to develop research questions and testing plans.
 - Oversee testing to ensure organisations achieve the desired results to build on their programme design and scale strategies.

2. **Managing external evidence and evaluation partners**
 - Scope out needs, draft ToRs, engage and manage additional specialist expertise where required (e.g. learning assessment) to achieve the objectives of GSF’s innovation programmes, including but not limited to:
 - Supporting organisations to scale their innovations;
 - Testing impact-linked financing mechanisms;
 - Designing courses and content for innovation programme participants.

3. **Implementing the monitoring, evaluation and learning strategy of GSF Innovation programmes to ensure continuous learning and improvement:**
 - Support the Senior Impact Manager to adapt the MEL framework for GSF, and that of GSF’s innovation programmes.
 - Develop appropriate data collection tools and processes to implement MEL frameworks.
 - Lead analysis and insight generation of data collected on GSF’s programmes.
 - Lead on data and insights usage across the innovation team and GSF more broadly, and ensure data feedback to organisations participating in innovation programmes.

4. **Support dissemination of evidence to the GSF community and wider education sector:**
 - Identify and document key findings and evidence from innovation programmes to disseminate.
 - Lead the development of specific evidence products, with support from the Senior Impact Manager and the Communications Manager.
 - Engage in external evidence sharing, including presenting at learning events and virtual learning events with the GSF community team.

5. **Implement MEL activities for GSF to ensure continuous learning and improvement**
 - Implement GSF’s impact measurement processes, including timely data collection and analysis
 - Identify and develop appropriate surveys, tools and databases to support GSF’s evolving data collection and analysis needs.

- Deliver evidence-informed reflection sessions with the GSF team.

Person Specification

Knowledge/experience

Required:

- Practical experience designing theories of change and associated monitoring, evaluation and learning frameworks.
- Practical experience designing and implementing evaluations, including designing data collection tools, conducting data collection and analysing data.
- Knowledge of both quantitative and qualitative methods, including experience analysing data and interpreting results for a programme.
- Familiarity with evaluation methodologies appropriate for education innovations (i.e. agile evaluation, implementation research) and longitudinal studies.
- Practical experience designing appropriate research questions and using data to inform shifts in organisational strategy and documenting learnings.
- Familiarity with education metrics and learning outcomes measurement.
- Previous experience providing technical support or coaching in MEL.
- Skilled at simplifying complex ideas into easily understandable formats tailored to the audience i.e practitioners, funders and policymakers.
- Skilled at learning design to support sharing content and materials in an interactive format.
- Understanding of education financing and impact-linked financing models
- Experience using established and new monitoring platforms and techniques to drive oversight of project milestones and targets.

Desirable:

- Previous experience in the education sector in LMIC contexts.
- Previous experience working in LMIC contexts.
- Understanding of core concepts in innovation and testing.

Personal characteristics

- **Passion and motivation.** You'll be passionate about education and making a difference, with a strong work ethic and willingness to get stuck in.
- **Planning and organising.** You have strong planning and time management skills with the ability to effectively manage multiple priorities and stakeholders.
- **Proactivity and solution orientation.** You'll be a self-starter, able to work independently and show initiative in identifying areas for improvement and implementing solutions.
- **Relationship management.** You have excellent interpersonal skills and ability to build and maintain strong relationships.
- **Communication.** You have excellent written and oral communication skills, and experience communicating effectively with a range of audiences in a range of formats.
- **Tech literacy.** You are proficient in working with the Microsoft 365 suite and other platforms and tools that make remote work possible. You have excellent PowerPoint and excel skills
- **Attention-to-detail.** You'll be someone who prides yourself on getting the details right, with experience of managing high-volume workloads, without compromising on quality and accuracy.
- **Flexibility.** You'll be comfortable working in a young, fully remote organisation. You'll be quick to adapt to changes in priorities and tasks. You will be open to short-term international travel.

- **Collaborative team player.** You value others' ideas, skills, perspectives and contributions and work actively to share ideas and support with colleagues.
- **Commitment to continuous improvement.** You are committed to actively developing and sharing your knowledge and skills, to seeking and applying feedback and to sharing feedback with others.
- **Honesty and transparency.** You share information and updates in a clear and transparent way, when things are going to plan and when they aren't.
- **Intentionally inclusive.** You are committed to understanding, respecting and collaborating with colleagues from a wide range of backgrounds and experience levels.

Terms and Conditions

Salary: Competitive within non-state education sector, adjusted based on location and experience.

Contract: Two-year fixed term with expectation of extension. Consultancy agreements will be considered for candidates not based in the UK, where GSF is currently headquartered.

Hours: Full Time, typically 9-5 in your time zone, but with significant flexibility. Given that we work across different time zones, some non-traditional hours for early or late calls may be required.

Location: We are a fully remote organisation. We welcome applications from the UK where we are headquartered and the global south where we operate, with a preference for a time zone between GMT-2 to GMT+5:30. Local work authorisation in your place of residence is required. Some international travel may be required.

Anticipated Start Date: As soon as possible, subject to any notice periods.

Responsible to: Senior Impact Manager

Our benefits include:

- 35 fully flexible holiday days (including flexible bank holidays)
- Flexible working - work from home or at a location that suits you and at the times that work best for you
- Co-working space allowance
- Personal learning and development budget
- Access to GSF events
- Access to Learning Platform iHasco
- Annual team retreat
- Employee pension scheme (only available to UK employees at present)

How to Apply Application deadline:

Application deadline: 9am BST, Monday 10th February

In order to apply for this role, please access our careers portal link here:

<https://apply.workable.com/j/46A5813CB7>

You will need to upload your CV and a cover letter detailing:

- What excites you about GSF and this role in particular
- Your achievements and experience as they relate to this job description
- What you would do in this role to really make an impact

Please note, we will not consider any applications unless they include a CV, cover letter and response to the points above, and/or if they have not been submitted through our application portal.

Recruitment Process:

- Shortlisted candidates will be contacted by February 14th and sent a written assessment to complete
- First-round written assessment due on February 21st
- First-round interviews w/o March 3rd
- Final interviews will be held w/o March 10th

If you apply, we will process your personal data for recruitment purposes only and in accordance with our [Data Privacy Policy](#).

GSF is committed to cultivating a fair and inclusive workplace, where everyone can be themselves and thrive. We welcome applications from everyone regardless of race, age, disability, gender, ethnicity, sexual orientation or faith.

If this role isn't quite right for you but you like the idea of working at GSF, please submit your CV to our talent pool and be the first to hear about new opportunities in future here: [Global Schools Forum - Current Openings \(workable.com\)](#)