

# 1 Introducing Wasafiri

## Wasafiri helps leaders, organisations and communities drive systems change

We are a **systems change consultancy and institute** helping leaders, organisations and communities tackle some of the world's most complex problems. From our offices in Kenya and the UK, we bring a global track record of helping to drive change on the systems related to **climate, nature, food, inclusion and peace**. Together, we're helping build a more peaceful, equitable and sustainable world.

## A decade of impact

We work with leaders and organisations spanning **philanthropy, development, government and business** to drive impact at scale. For instance, we're partnering with WUR and the IKEA Foundation to build a generation of **Food System Leaders**, and the World Economic Forum to unlock progress on tackling plastic waste with learning and evaluation support; we worked with Yara to incubate **the leading youth agripreneurship** initiative in Africa, and led cutting edge research on food systems with **IDRC**; we helped the UK's National Grid devise its **Net Zero Carbon Strategy**, and led research and learning with FCDO to **counter the threat of violent extremism** across East Africa.



## Catalysts for collective action

Our expertise lies in unlocking **new insights, ideas and partnerships to drive collective action**. Our services are designed to catalyse change at all levels; by equipping leaders, strengthening organisations and building communities of action. Powering this is **Systemcraft**; our framework for pioneering powerful new pathways to systems change.

## A different way of doing business

Wasafiri, means “*travellers*” in Swahili, and was inspired by the phrase, “*Traveller, there is no path: we make the path as we walk together.*” This captures the spirit of how we work; as purpose-driven adviser, partner and collaborator. We're a B-Corporation, an employer of choice, and proud to have been honoured as a ‘**Best for the World Company**’ for helping tackle deep problems such as poverty, insecurity and inequality.

---

*Wasafiri helped establish the cross-sector collaboration that is now improving Africa's agricultural economies.*

Boaz Keizire - Head of Policy, Alliance for a Green Revolution in Africa.

*Wasafiri have helped improve our understanding of violent extremism in East Africa, and their advice has been key in determining preventative activities in the region.*

Onno Koopmans – Senior Stability Adviser, Embassy of the Kingdom of the Netherlands

*We have enjoyed working with Wasafiri immensely. We were all impressed by your professionalism, knowledge and communication throughout.*

Dr Krista Singleton-Cabbage - Deputy Leader, Global Food Practice, WWF International

---

## 2 About the role: Research and Learning Systems Lead

Wasafiri was founded to make good change happen. We believe generating new forms of knowledge and catalysing high-quality learning processes are essential in bringing about systemic change because they connect people and improve flows of information more equitably.

- Are you a proactive, experienced and outgoing person who can develop Wasafiri's research, learning, monitoring and evaluation service?
- Are you an experienced researcher or monitoring, learning and evaluation (MLE) specialist who can work with diverse clients and partners to design methodologies, lead international teams of researchers / MLE staff, and provide clear analysis and action orientated recommendations?

If so, this role may be for you.

The role provides the opportunity to lead research and MLE in thematic areas such as peace/stabilisation, inclusion, food, climate and nature working with governments, implementing organisations and businesses, leading philanthropic and bilateral funders, African and global organisations, and knowledge partners.

Systemcraft is an applied systems change approach that Wasafiri has developed that leaders and organisations value greatly in achieving change. In this role you will be part of the team applying Systemcraft to research / MLE project design and implementation. You will also develop the approach as it relates to measuring systems change, thereby helping shape global best practice.

You will be capable of delivering high quality research / MLE processes and written products. You will have a track record securing funded research or MLE opportunities with clients and partners. You will contribute towards our world leading systems change practice and provide thought leadership externally. You will also strengthen our network of research / MLE consultants and partners.

The role description is provided below.

### **Research / MLE project leadership and technical implementation (circa 60-70%)**

We anticipate you leading and implementing projects. Every Wasafiri project is led by a Team Leader and overseen by a Project Director. You will primarily serve as a hands-on Team Leader or a Project Director for relevant projects. You will also provide technical support on projects led by others. Key responsibilities in the role includes:

- **Project leadership:** Provide high quality team leadership, ensuring our contributions are best placed to effect meaningful change and respond to the client's needs.
- **Technical direction and quality assurance:** Provide research / MLE technical direction and coaching to project teams, supporting all technical aspects of project delivery.
- **Strong client and institutional management:** Engage with clients and their partners, ensuring a strong relationship and institutional engagement for high quality project design and implementation.
- **People and performance management:** Establish and support a project team comprising a mix of staff, and consultant specialists. Successful project delivery depends upon ensuring strong performance and relationship management at the heart of each team.

### **Research / MLE design and practice development (circa 30-40%)**

We wish to expand our support to organisations tackling complex problems, and the role has an important focus on:

- **Designing research and MLE approaches:** These responsibilities are likely to include working with clients to design projects; leading technical design in proposals; establishing a high-quality delivery team; developing the financial structure for a successful project; and writing and presenting proposals.
- **Business development:** Based on Wasafiri strategic approach, build relationships that can create new business development opportunities that advance research and/or MLE. This includes seeking new opportunities in relevant thematic areas, building on our and your track record.
- **Deepening our practice:** The role will strengthen Wasafiri's technical capacity in the application of Systemcraft, particularly as it relates to research and learning, and the capacity across the business to articulate an offer to clients and follow through into implementation.

---

### 3 We are looking for ...

You will demonstrate a track record with essential skills and experience comprising:

- Applied experience in designing and implementing research and MLE methodologies over 10+ years. We are particularly interested in application to complex problems and adaptive management.
- Ability to analyse complex information and write well in English at pace.
- Innovative collaboration experience including cross-sector and public-private collaboration with good networking capabilities.
- Proven team and people management skills, including for research / knowledge related teams.
- Proven business development track record with diverse clients / funders, including positive engagement that can shape their ideas in a co-creative manner.
- Excellent project management experience.
- Excellent interpersonal and communication skills.
- Values that align with those of Wasafiri.

The following are desirable skills and experience:

- Consulting experience.
- Work experience in Africa and globally.
- Language skills, notably French and Swahili.
- Thematic experience in one or more areas (notably food, climate, nature, peace, inclusion).

You will love this job if you are:

- Seeking to grow your knowledge and experience of applied systems change approaches.
- Keen to apply research and MLE findings practically in the world.
- Excited to be in an entrepreneurial environment.
- Proactive in a self-service environment.
- Thrive in a culture that is informal.

---

### 4 Role details

- **Salary:** The position comes with an attractive compensation package dependent on skills and experience in the range of GBP 60,000 – 65,000 per annum dependent on experience.
- **Length:** Permanent, full-time. (80% FTE possible)
- **Location:** Preference will be provided to applicants who can live and work within a daily commute of a Wasafiri office. (Other locations may be considered for exceptional candidates.) Wasafiri has offices in Nairobi, Kenya; and Brighton, UK.

- **Benefits:** If based in Kenya, our standard company-wide international health insurance plan retirement benefits and communication stipend apply.
  - **Paid leave:** Each full-time employee works 225 days. Depending on the year, this usually equates to 36 days annual leave including bank holidays (pro-rata for part-time).
  - **Office location with hybrid working:** Wasafiri is a supportive employer and open to flexible working arrangements. Ability to travel internationally is a requirement.
- 

## 5 Application

### Apply

- Download and fill in [this Application Form](#)
  - Closing date for applications: Midnight **GMT Friday, 15th December 2023**.
  - Include a CV (max 3 pages)
  - Please submit the form and CV to [opportunities@wasafirihub.com](mailto:opportunities@wasafirihub.com)
- NB: Please note that we will not accept submissions without a completed application form.

### Commitment to Diversity

Wasafiri recognises the necessity of building an inclusive culture that values each employee's individuality and diverse perspectives. We value the unique skills and experience each individual brings to the organisations and aim attract, hire, grow, and retain the most qualified candidates from all walks of life.

### Selection process

We are recruiting on a rolling basis for this role. With that in mind, we advise candidates to apply as soon as possible as **we will be reviewing and interviewing applicants on a first come, first served basis**. This vacancy will be closed once a suitable candidate is identified.

### Queries

If you would like to discuss the role, please contact:

- George Kaburu [george@wasafirihub.com](mailto:george@wasafirihub.com)



A global consultancy and institute helping leaders drive transformative impact at scale

# wasafiri



The Dock, Wilbury Villas, Brighton, BN3 6AH, United Kingdom **Europe**

The Collider, 1 Haywood St., Asheville, NC 28801, USA **North America**

Ikigai House, General Mathenge Drive, Spring Valley, Nairobi, Kenya **Africa**

We are committed to ethical and environmental best practice. For further information, please see [here](#).  
enquiry@wasafirihub.com | [www.wasafirihub.com](http://www.wasafirihub.com)