

11 December 2024

Head of Impact and Innovation

About IkamvaYouth

IkamvaYouth is a township-based volunteer program committed to helping learners escape poverty through education. The organization aims to reduce inequality in South Africa, and its track record of impressive matric results, access to post-school opportunities, and alumni success demonstrates that positive change is possible.

The Purpose of the Position:

The Head of Impact and Innovation is a strategic leader responsible for data and knowledge management, innovation, monitoring, evaluation, research, and learning strategies. This role leads the development and implementation of the organization's research strategy, ensuring continuous improvement of programs and the IkamvaYouth model. The incumbent will also drive innovation in both programmatic models and data systems, including overseeing the organization's technology strategy. Additionally, the role involves spearheading change management initiatives that promote a culture of continuous learning, adaptability, and growth.

Location: Cape Town/Pretoria

Reporting Line: CEO

Benefits: Medical aid allowance

Application Deadline: 06 Jan 2025

Key Responsibilities:

1. Impact & Evaluation Frameworks:

- Develop flexible and adaptable impact and evaluation frameworks that meet both organizational and donor requirements.
- Ensure frameworks support the collection of high-quality data to inform strategic decisions.

2. Strategic Planning & Leadership:

- Lead the strategic planning for Monitoring & Evaluation (M&E) activities aligned with organizational goals and donor requirements.
- Supervise and mentor the M&E team, including coordinators, officers, and data analysts.

3. Technology & Innovation:

- Oversee the Technology Development Department, ensuring objectives are aligned with innovation and impact measurement goals.
- Set department objectives and establish a framework to achieve them.
- Lead the development and implementation of the technology strategy, integrating innovation with impact measurement.

4. Research & Learning:

- Lead evidence-based research initiatives to build a knowledge repository that informs program improvements.
- Design and implement comprehensive evaluations to optimize resources and drive strategic decision-making.
- Ensure high standards of data collection, management, and analysis.

5. Reporting & Communication:

- Produce impactful reports and presentations for internal and external audiences, including donors and partners.
- Communicate data-driven insights and recommendations effectively, tailoring messages for different stakeholders.

6. Stakeholder Collaboration:

- Work closely with program managers, donors, and partners to integrate M&E frameworks into program designs.
- Establish feedback mechanisms to continuously improve M&E practices and outcomes.

7. Change Management & Capacity Building:

- Lead change management initiatives that foster a culture of continuous learning and adaptability across the organization.
- Equip the M&E team with advanced skills in data analysis, impact assessment, and innovative practices.

8. Data Management & Quality Assurance:

- Develop and maintain robust systems for data collection, management, and quality assurance.
- Ensure all M&E activities adhere to organizational policies, donor requirements, and international standards.
- Integrate digital tools for efficient data collection and analysis.

9. Performance & Impact Measurement:

- Oversee the implementation of quality control measures to maintain high standards in all M&E processes.
- Drive strategic decision-making through actionable data insights and trend analysis.

10. Team & Department Leadership:

- Lead and mentor the MEL team, fostering a culture of learning, development, and high performance.
- Promote collaboration across departments to ensure alignment of technology and M&E objectives.

Qualifications & Competencies

- **Educational Background:**
A degree in Monitoring and Evaluation, Statistics, Social Sciences, Development Studies, Data Science, or a related field (Postgraduate qualification is an advantage, but not required).
- **Experience:**
5-7 years of experience in program evaluation, impact assessment, strategic planning, or data management in the non-profit or social impact sectors.
Demonstrated expertise in designing and implementing data-driven frameworks, conducting evaluations, and leading technology or data initiatives.
Proven ability to manage complex, multi-level evaluations and lead strategic initiatives.
- **Skills & Expertise:**
Advanced analytical skills, with proficiency in statistical software (e.g., SPSS, Stata, R) and qualitative analysis tools.
Strong communication skills, with experience in report writing and presentations tailored to diverse audiences.
Proficiency in M&E software and digital data collection tools.
Strong project management skills with the ability to manage multiple priorities simultaneously.
- **Leadership & Change Management:**
Experience leading teams, with the ability to foster adaptability, learning, and innovation.
Ability to lead change management processes and promote continuous learning across the organization.
- **Cultural Sensitivity & Adaptability:**
Ability to work effectively in diverse and challenging environments.
Familiarity with trends in South African education, monitoring, evaluation, and learning is highly valuable.
- **Fluency:** Fluency in the primary language of the organization, and ideally, in local languages of the project areas.

Application Process

Preference will be given to EE candidates

personal information as contained in the furnished documents. IkamvaYouth may process your personal information for the purpose of recruitment for this and/or other posts that may arise within the organization. You warrant that you have familiarized yourself with South Africa's [Protection of Personal Information Act](#) (POPIA) and understand your rights and obligations under this Act.