CONSULTANT for Research
Terms of Reference (ToRs)

Focus Area: Research
Duration: One year
Start date: Immediate
No. of Positions: 2 Openings

About PAL Network
The People’s Action for Learning (PAL) Network is a south-south partnership of 15 members working across Africa, Asia and the Americas to assess children’s basic reading and numeracy skills. PAL members conduct citizen-led assessment (CLA) and action intervention programs aimed at improving learning outcomes. Registered as a standalone NGO in Nairobi (Kenya), PAL Network was formed to accelerate and coordinate the shared work of its members towards achieving its vision of a world where all children have a foundation for lifelong learning.

About the project
The primary objective of the project (Indigenous Learning Materials for Foundational Learning) is to develop a repository of indigenous resources (games, songs, stories, riddles, puzzles, learning activities, ice breakers, theater, dances etc.) to support children’s foundational learning. Locally sourced content from marginalized language communities and otherwise will enable community participation and better connect between learning activities and local surrounding of children. We also believe that the project will ultimately enhance citizen agency, promote revitalization of endangered languages, and increase teachers’ and parents’ agency.

Scope of work
The Consultant will support the Research pillar in general, but specifically work on designing, reviewing, managing and supporting the implementation of Indigenous Learning Materials for Children’s Foundational Learning project. The project has two parts: the collation, discovery, and dissemination learning content based on indigenous resources and mapping indigenous / marginalized languages and its resources to promote language revitalization and also supporting children’s learning through these languages. Additionally, the Consultant will collect data, undertake a linguistic and statistical analysis of data, collect, collate, adapt and adopt indigenous learning resources to make the learning experiences in PAL Network’s remedial learning programs richer and more contextual for children, communities and teachers.

Detailed tasks
- Identify and collate indigenous learning resources from across PAL Network members,
- Linguistic and statistical analysis of data (socio economical, language, culture and learning related)
- Facilitate partnerships with communities and member partners to survey, document, and collect indigenous teaching-learning content to support FLN of children
- Support digitization and adaption of selected locally sourced content for learning camp activities
- Ideate, conduct literature review, prepare and publish research reports to support PAL Network’s Common Assessments
• Design and participate in field pilot studies and analyse pilot data to understand broad trends and identify gaps in the instruments. Write reports documenting the pilot process and findings
• Participate in designing and managing research tasks as part of the focus area

**Expected outputs**
• Compiled and digitized indigenous content from PAL Network members
• Literature review reports
• Research frameworks and draft items
• Research outputs / reports

**Minimum qualifications**

**Education**
• Masters degree required.
• Advanced degree (PhD or equivalent experience) in education, economics, policy analysis, development studies, linguistics, cultural studies, sociology or related field is an advantage.

**Work experience**
• Minimum 2 years’ full-time work experience, preferably in a similar role or development / management consulting.

**Communication**
• Strong attention to detail.
• Ability to correspond with a diverse and cross-cultural audience.
• Clear and precise communication skills (oral and written) in English is essential.
• **Working proficiency in French, Spanish or Portuguese will be an advantage.**

**Technical**
• Proficiency in MS Office – Word, PowerPoint, Excel is essential.
• Experience of working on other advanced data analysis platforms (SPSS, STATA, R etc.) and/or data visualization platforms (Tableau, Power BI etc.) will be an advantage.
• Experience of designing and implementing assessment/research/M&E projects is preferred.
• Experience of research writing.
• Linguistic research experience and linguistics research methods will be an advantage

**Organisation**
• Takes initiative, thinks innovatively and learns independently.
• Respects diversity and is able to work in large and small groups.

**Application process**

To apply, email the following to [jobs@palnetwork.org](mailto:jobs@palnetwork.org) and copy Rajarshi Singh on [rsingh@palnetwork.org](mailto:rsingh@palnetwork.org)

1. CV (including work history, education, projects, core skills and accomplishments) - 2 page max.
2. **Statement of Purpose (SOP)** describing why, how, and what makes you a good fit for this role. Please give specific examples that align with these ToRs - 800 words max.

Incomplete applications will not be considered. Only shortlisted candidates will be contacted for three subsequent rounds: virtual discussion, written assignments, and final interview.

**Last date of application: 11th February 2021**