Atlantic Institute, in partnership with the Rhodes Trust
Learning and Evaluation Lead, Oxford, UK
Competitive salary plus benefits

The Atlantic Institute was established in 2016 with the support of The Atlantic Philanthropies, and in collaboration with the Rhodes Trust, Oxford (UK).

The Atlantic Institute vision is **accelerating the eradication of inequities** for fairer, healthier and more inclusive societies. We do this by providing Atlantic Fellows and Atlantic Program staff with the networks, architecture and resources to connect, learn and act to address the underlying systemic causes of inequity – locally and globally, through:

- **Building a catalytic community** of leaders who connect, learn and collaborate across diverse perspectives for greater impact
- **Providing courageous programming**, with virtual and face-to-face platforms that support fellows and staff to shift narratives, shape policy and create new solutions
- **Driving a culture of learning and innovation** by responding to changing needs, new technologies and brave ideas
- **Establishing a sustainable global network** with strong strategic partners and alliances for greater impact.

Our Fellows are mid-career individuals from diverse professions, backgrounds and areas of expertise who are learning from one another to achieve demonstrable impact and solve distinct 21st century problems. We are currently have more than 400 Fellows participating in seven programs across five continents and this network will grow to thousands of Atlantic Fellows over the next twenty years, as a result of The Atlantic Philanthropies committing more than US $600m to seed and support the program.

More information about the Programs and the Institute can be found at our website: [www.atlanticfellows.org](http://www.atlanticfellows.org)

**Learning and Evaluation Lead**

The Atlantic Institute is seeking a Learning and Evaluation Lead, who will be responsible for supporting a learning culture and implementing the Learning and Evaluation strategy. Reporting to the Associate Executive Director, Operations and Organizational Development, the successful appointee will oversee the iterative development of the learning and evaluation strategy ensuring that key stakeholders are involved.

In particular, the Learning and Evaluation Lead will:

- Develop the systems and processes to assess the quality and impact of the Atlantic Institute offerings including:
  - a rigorous and innovative suite of evaluation methodologies
  - systems for capturing and analyzing learning
- Develop the systems and processes to ensure that the Institute captures and makes accessible insights and learning from across the programs
• Work with the team to identify what information and processes are necessary for the Institute to assess its impact and the impact of the Atlantic Fellows over time
• Lead the implementation of the impact measurement processes
• Provide expertise in evaluation and impact measurement to the programing and impact lead team so that impact is woven through all aspects of program design and implementation
• Work with the Data and Insight analyst to ensure that data and analysis on the impact of the Institute is presented in a way that is suitable for a variety of internal and external audiences.

Core competencies
Consistent with all roles at the Atlantic Institute, it is essential that the Learning and Evaluation Lead demonstrates a critical understanding of the diverse root causes of inequities and shows a commitment (in thinking and in action) to fairer, healthier and more inclusive societies. They will be able to:

• Use their skills, experience and knowledge to attract and inspire others; bringing people together in community
• Show courage, resilience and creativity in approaching problems and decisions
• Take responsibility and act with integrity based on strong self-awareness and continuous reflection
• Demonstrate social and emotional maturity/ability to hold diversity and complexity
• Build effective relationships and facilitates open and transparent community
• Are accountable for their own actions and decisions.

The successful applicant to this role will bring strong knowledge of a range of evaluation, data collection and analysis methodologies and have a demonstrated flair, passion and enthusiasm for innovating new approaches to capturing, analysing and communicating learning and impact.

This role is based in Oxford, the United Kingdom, and will be expected to be able to travel locally and internationally once travel restrictions are lifted.

Specific knowledge, experience and skills

• Demonstrated expertise in designing and developing a range of evaluation tools to monitor the effectiveness of social change programs and to track and narrate impact and learning (including qualitative, quantitative, mixed-method, and innovative methodologies).
• Experience of working in collaborative, cross sector environments to facilitate conversations and innovate alongside individuals with diverse perspectives, ideally with experience in facilitating co-design methodologies.
• Exceptional analysis and sense-making skills, demonstrating flair in identifying themes, analysing information thematically and critically.
• Experience communicating conceptual and data-informed learning to a variety of audiences.
• Demonstrable commitment to and experience of applying critical pedagogy and decolonizing evaluation methodologies, with evidence of having contributed to academic discourse desirable.
• Undergraduate degree or equivalent is essential. The post-holder would ideally have a post-graduate qualification in a thematic area relevant to the Atlantic Fellows mission, public sector or business management.

**Terms of appointment**
Subject to a satisfactory probationary period of 6 months, this is a permanent role.

The Rhodes Trust participates in the USS pension scheme, enrolls staff for private health insurance on successful completion of probation and offers 25 days’ leave plus public holidays each year.

To learn more about the Atlantic Institute and the Rhodes Trust, please visit our websites at [www.atlanticfellows.org](http://www.atlanticfellows.org) and [www.rhodeshouse.ox.ac.uk](http://www.rhodeshouse.ox.ac.uk).

**To apply**
Please send your curriculum vitae (not longer than 3 pages) plus covering letter (no longer than 2 pages) and the contact details of at least two referees (these will not be contacted without applicant’s permission) to recruitment@rhodeshouse.ox.ac.uk

Applications must be submitted by **12:00 noon (BST) on Friday 24th July 2020.**

Enquiries about the vacancy can be directed to the Associate Executive Director, Operations and Organizational Development, Natasha Forrest at n.forrest@atlanticfellows.org.