



Twaweza East Africa is a regional civil society organization operating in Tanzania, Uganda, and Kenya. Our vision is of an open society built on the human impulse to make a difference, where information and ideas flow, all citizens engage, and government works better for people. For more information, please visit [www.twaweza.org](http://www.twaweza.org)

Are you energetic, vibrant, and looking for an opportunity to lead impactful research and learning work in East Africa? [Twaweza East Africa](#) is seeking a competent, effective, and dynamic Head of Research and Learning to join our team.

### **Job Description**

**Job Title:** Head of Research & Learning

**Salary Grade:** Band 10

**Reports to:** Executive Director

**Supervises:** Research & Learning Officers

**Collaborate with:** Executive Director, Head of Program & Engagement, Head of Finance & Operations, Partnership and Resource Mobilisation Coordinator.

**Location:** Nairobi, Kenya

**Start Date:** As soon as possible.

### **Job Summary**

The Head of Research & Learning provides strategic and intellectual leadership to position Twaweza as a learning-driven organisation that generates and uses evidence to influence systems and improve outcomes for citizens of East Africa.

This role leads Twaweza's research, learning, and evidence functions, ensuring that high-quality evidence informs organisational strategy, public engagement, and influence. The role strengthens Twaweza's ability to generate actionable insights, foster adaptive learning, and deepen understanding of how governance systems, power, and citizen engagement shape outcomes across East Africa, particularly for young people.

As a member of the Senior Management Team, the role contributes to organisational strategy, coherence, and culture; resource mobilisation; and fosters collaborative, cross-functional, and externally engaged ways of working. You may be asked to take on the role of Country Lead, ensuring that the overall organisational strategy, programs, operations, and systems are understood, promoted, and practised in the country office.

### **Core Responsibility Areas**

#### **1. Strategic Leadership for Systems-Oriented Research & Learning**

- Contribute to organisational strategy processes, ensuring rigour, creativity, and evidence shape strategic choices.
- Lead the development and continuous refinement of Twaweza's research and learning strategy, aligned with the 2027–2031 strategic direction and theory of change.

- Guide the organisation in understanding how institutions, incentives, relationships, and power dynamics shape governance and citizen outcomes, and use evidence to identify opportunities for meaningful influence and change.
  - Ensure research and learning priorities are forward-looking, context-responsive, and politically informed.
- 2. Research Excellence and Innovation**
- Provide intellectual leadership in designing and implementing high-quality mixed methods and applied research.
  - Ensure research outputs are methodologically rigorous, policy-relevant, and practically actionable.
  - Champion innovation in research approaches, including rapid learning cycles, adaptive research, and experimental methodologies.
  - Uphold the highest standards of research ethics, integrity, and contextual sensitivity.
  - Translate complex findings into clear, compelling narratives for diverse audiences.
- 3. Monitoring, Evaluation, Learning, and Adaptive Practice**
- Design and oversee integrated MEL systems that enable both accountability and continuous learning and adaptation.
  - Institutionalise adaptive management practices, including feedback loops, iteration, and real-time course correction.
  - Lead processes for reflection, learning reviews, and theory of change interrogation at programme and organisational levels.
  - Ensure MEL approaches capture contribution to systems change, including shifts in behaviours, institutional responsiveness, relationships, and decision-making.
  - Embed a culture of curiosity, critical reflection, and experimentation across teams.
- 4. External Engagement, Influence, and Partnerships**
- Build and sustain strategic partnerships with research institutions, universities, governments, civil society, the private sector, and donors.
  - Position Twaweza as a regional and global thought leader in systems change, youth engagement, and learning organisation.
  - Represent the organisation in high-level policy, research, and practitioner forums.
  - Translate evidence into influential policy and public discourse contributions.
  - Engage diverse stakeholders in co-creation of knowledge and solutions.
- 5. Leadership, Team Development, and Organisational Contribution**
- Lead, mentor, and develop a high-performing, collaborative, and values-driven team, fostering a culture of shared ownership and mutual accountability.
  - Foster strong interpersonal relationships and cross-unit collaboration across countries, promoting transparent ways of working, open communication, clarity of expectations and trust.
  - Foster a culture of curiosity and continuous learning, encouraging reflection, questioning, and openness to new ideas and approaches
  - Contribute actively to the Senior Management Team, strengthening organisational coherence and strategic alignment.

- Ensure efficient management of budgets, systems, and workflows within the function, ensuring quality, accountability, and efficiency in all functional processes.
  - Where required, take on country leadership responsibilities.
- 6. Resource Mobilisation and Strategic Positioning**
- Lead the timely production and high-quality communication of organisational impact (e.g., annual impact reports, learning briefs, donor updates), ensuring they are evidence-based, compelling, and tailored to different audiences.
  - Contribute to the development of fundraising proposals and concept notes, ensuring strong articulation of the theory of change, evidence, learning, and systems perspective.
  - Contribute evidence, learning insights, and strategic framing to donor engagement and resource mobilisation efforts.
  - Aggregate and synthesise organisational impact and insights to strengthen Twaweza's value proposition and positioning to funders and other stakeholders.
  - Build internal capacity across teams to integrate evidence, learning, and impact articulation into resource mobilisation efforts.
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## Candidate Profile

Twaweza is seeking a leader who combines **intellectual rigor, systems thinking, and adaptive leadership** with the ability to translate evidence into influence and organizational learning. The ideal candidate brings a strong mix of **technical expertise, strategic leadership, and relational capability**, grounded in the realities of East Africa.

**The successful candidate must live and have the legal right to work in Kenya.**

### 1. Technical Expertise and Domain Knowledge

- Advanced expertise in **mixed-methods and applied research**, with a strong command of monitoring, evaluation, and learning (MEL) systems.
- Demonstrated experience designing and implementing **complex, multi-country research and evaluation frameworks** that inform strategy and practice.
- Proven ability to **translate evidence into actionable insights** that influence policy, programming, and public discourse.
- High level of **analytical rigour**, with the ability to synthesise qualitative and quantitative data into clear, decision-relevant outputs and a proficiency in **data analysis and visualisation tools**.

### 2. Strategic Leadership and Management

- At least **10 years of progressive leadership experience** in research, MEL, public policy, governance, or related fields, preferably in East Africa.
- Proven ability to **lead, mentor, and manage diverse, multi-country teams**, fostering collaboration, accountability, and high performance.
- Strong track record in **strategic planning, execution, and results delivery**, balancing long-term vision with operational discipline.
- Experience contributing to or leading **organisational strategy processes**, ensuring evidence and learning inform decision-making.
- Demonstrated ability to **lead through influence**, aligning diverse stakeholders around shared goals **without relying solely on formal authority**.

### 3. External Engagement, Partnerships, and Resource Mobilisation

- Proven experience building and sustaining **strategic partnerships** with government, civil society, research institutions, private sector, and donors.
- A track record in **fundraising and resource mobilization**, including developing proposals, concept notes, and donor-facing materials grounded in evidence and impact.
- Established credibility and networks within **national, regional and/or international policy and research communities**.
- Excellent **facilitation and convening skills**, with the ability to engage diverse stakeholders in meaningful dialogue and collaboration.

### 4. Communication, Influence, and Interpersonal Effectiveness

- Exceptional ability to **communicate complex ideas clearly and persuasively** to technical and non-technical audiences.
- High emotional intelligence, with the ability to **navigate politically sensitive and complex environments**.
- Excellent interpersonal and networking skills, with a demonstrated ability to build **trust-based relationships across cultures and sectors**.
- Demonstrated ability to navigate politically sensitive and complex governance environments with sound judgement, credibility, and strategic awareness.

### 5. Mindset and Ways of Working

- Deep intellectual curiosity and a strong commitment to **continuous learning, reflection, and experimentation**.
- Comfort working in **complex, uncertain, and rapidly changing environments**, with the ability to adapt and iterate.
- Strong alignment with **youth-centred, equity-driven, and governance-focused approaches**.
- Demonstrated commitment to **integrity, accountability, and ethical practice**.

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### 6. Qualifications

- Advanced degree (Master's or higher) in **social sciences, development studies, public policy, statistics, or a related field**, with a strong emphasis on MEL, research and organisational learning.
- Strong understanding of **governance, citizen agency, and civic space dynamics in East Africa**.

### Terms and conditions

Twaweza offers an attractive, internationally competitive salary and benefits package.

### How to Apply

Twaweza is an equal opportunity employer committed to gender equality; therefore encourages all qualified applicants to apply by **June 5, 2026**.

To apply for this position, please submit the following documents in MS Word or PDF format to [recruitment@twaweza.org](mailto:recruitment@twaweza.org)



- Your CV (max 4 pages)
- A cover letter explaining your interest/motivation for working with Twaweza
- Two samples of your written work (e.g, reports, memos, or similar professional documents)
- Names and contact details of 3 referees

Please include your name and the position you are applying for in the subject line of your email. **Only shortlisted candidates will be invited to interviews.**