

TERMS OF REFERENCE

ALiVE LEARNING AND IMPACT PARTNER (LIP)

Background

Mizizi Elimu Afrika is an African-led organisation working to ensure all children and youth have the foundations they need to learn, relate and thrive. Its work focuses on what matters most when foundations are formed; literacy, numeracy, life skills and values while strengthening the conditions that shape how learning is defined, supported, assessed, and resourced at scale. Mizizi works in collaboration with those closest to children and youth to shift mindsets, improve learning experiences, strengthen relationships, use evidence, and influence policy and resourcing so that those furthest behind are better served.

One of Mizizi Elimu Afrika's flagship regional programmes is the Action for Life Skills and Values in East Africa (ALiVE). ALiVE works across Kenya, Uganda, Tanzania Mainland, and Zanzibar to embed values and life skills (VaLi) within education systems through government partnerships, curriculum reform, teacher professional development and retooling, assessment strengthening, parental and community engagement, and ecosystem building. ALiVE Phase III (2026–2030) focuses on deepening system-level transformation so that policy reforms translate into classroom practice, stronger accountability, and improved learner outcomes.

A central pillar of this work is Learning, Measurement, and Evaluation (LME), which supports continuous adaptation, evidence generation, learning, and decision-making across the programme. However, large-scale system change efforts of this nature often face:

- Limited structured learning and reflection processes
- Weak feedback loops between implementation and policy
- Fragmented evidence that is not effectively translated into action

To respond to this need, Mizizi Elimu Afrika, through ALiVE, seeks to engage a Measurement, Learning and Impact Partner (LIP) to guide tracking and evidence generation, learning processes, evaluation, and adaptive management across the programme lifecycle.

Purpose of the Assignment

The purpose of this assignment is to support Mizizi Elimu Afrika and ALiVE to:

- Strengthen continuous learning and adaptive implementation,
- Generate, synthesize, and communicate evidence for system-level change,
- Facilitate learning loops within and across countries and partners. This will also include harvesting learnings and identifying opportunities/moments to loop back into the program lifecycle.
- Track and document programme impact and translate insights into actionable knowledge products, board-level reporting, and policy influence

The Measurement, Learning and Impact Partner will play a strategic and facilitative role, working alongside Mizizi Elimu Afrika, the ALiVE Secretariat, and programme partners to ensure that evidence and learning drives decision-making, adaptive implementation, policy influence, and long-term impact.

Objectives

The Measurement, Learning and Impact Partner will:

1. Develop and operationalise a comprehensive measurement and evaluation strategy and learning agenda aligned with ALiVE program Phase III.
2. Strengthen capacities for learning, measurement, and evaluation systems across ALiVE's people, system, and organizational levels outcomes.
3. Generate, synthesize, document, and translate evidence into actionable insights for stakeholders, including quarterly board-facing impact reports aligned to Mizizi Elimu Afrika's organisational strategy.
4. Support cross-country learning and collaboration among ALiVE partners and integration of learning into programming.
5. Contribute to policy influence and systems strengthening through generation of evidence-based knowledge products and impact communication.

Scope of Work

A. Design Stage

The partner will:

- Facilitate development of a learning agenda and key learning questions aligned to system change priorities
- Support design of LME frameworks and methodologies (mixed-methods, multi-country)
- Align LME approaches with ALiVE's Theory of Change and system-level outcomes
- Identify key LME priorities, risks, and assumptions

B. Implementation and Learning Stage

The partner will:

- Establish and operationalise learning loops (monthly and quarterly).
- Facilitate reflection and adaptive learning sessions with partners.
- Support integration of real-time data into decision-making.
- Strengthen data systems, analysis, and interpretation processes.
- Facilitate peer learning platforms and cross-country exchanges.
- Support documentation of emerging practices, successes, challenges, and impact stories
- Develop concise impact narratives, dashboards, and evidence summaries that show contribution to ALiVE outcomes and Mizizi Elimu Afrika's broader strategic priorities.
- Prepare quarterly impact reports for the Mizizi Elimu Afrika Board, clearly showing programme achievements, strategic relevance, emerging outcomes, and implications for organisational learning and decision-making.

C. Mid-term and Final Learning Reviews

The partner will:

- Lead mid-term and endline learning and evaluation.
- Produce case studies, learning briefs, guidance documents, and impact documentation products.
- Consolidate evidence across countries and system levels.
- Support reflection on future phases, scale, or exit strategies.

Deliverables, Timeline and Outputs

The engagement is expected to run from June 2026 to December 2030, aligned with ALiVE Phase III implementation and Mizizi Elimu Afrika's broader commitment to evidence-informed system strengthening. Timelines may be refined based on programme needs and learning cycles.

Deliverable / Output	Indicative Timeline	Notes
Inception report, including methodology, workplan, tools, and learning agenda	June 2026	To be developed in consultation with Mizizi Elimu Afrika and ALiVE Secretariat.
Comprehensive LME framework and strategy	July 2026	Aligned to ALiVE Phase III Theory of Change and outcome levels.
Co-created learning framework, tools, and stakeholder priorities	July 2026	Developed through alignment sessions with key partners.
Operationalized learning loops and data systems	August-September 2026	Includes monthly and quarterly reflection processes.
Quarterly board impact reports aligned to Mizizi Elimu Afrika's organisational strategy	Quarterly, 2026-2030	To highlight progress, results, emerging outcomes, contribution, and strategic implications.
Ongoing learning facilitation, reflection sessions, and evidence generation	Monthly, 2026-2030	Includes learning loops, partner reflection, and adaptive management support.
Periodic learning and impact synthesis products, including reports, briefs, dashboards, case studies, and strategic evidence	Quarterly / bi-annually / annually	Frequency to be agreed during inception.

Cross-country learning and collaboration sessions and reports	Annually	Includes synthesis across Kenya, Uganda, Tanzania Mainland, Zanzibar, Rwanda and Malawi
Mid-term learning review, synthesis, and recommendations	2027	To inform adaptation and strengthen implementation.
Final consolidated learning, impact, and evidence report, including clean datasets and annexed documentation	2030	To support final learning, impact communication, and future programme design.

Roles and Responsibilities

A. Learning and Impact Partner

- Develop inception report and detailed learning and evaluation workplan.
- Design and operationalize the learning agenda and LME framework.
- Facilitate continuous learning loops, reflection sessions, and adaptive processes.
- Conduct evidence synthesis across countries, levels, and programme components, with clear analysis of contribution and impact.
- Produce high-quality learning and impact products, knowledge outputs, and strategic reporting materials, including quarterly reports for the Mizizi Elimu Afrika Board that clearly document impact, demonstrate alignment with the organisational strategy, and identify key implications for strategic oversight and decision-making.
- Support translation of evidence into actionable insights for decision-making, board reporting, organisational strategy tracking, and policy influence.
- Ensure ethical data handling, data protection, and responsible use of evidence.

B. Mizizi Elimu Afrika/ALiVE Secretariat and Partners

- Provide programme documents, data, and strategic direction.
- Facilitate access to stakeholders across countries and institutions.
- Coordinate schedules and mobilize participants for learning sessions.
- Participate actively in reflection, validation, and learning processes.
- Review outputs and provide timely feedback.
- Approve final deliverables and support dissemination.

Required Profile and Qualifications

Mizizi Elimu Afrika seeks to engage a qualified firm, institution, or consortium with demonstrated capacity to deliver multi-country learning, measurement, evaluation, and impact support. The proposed team should demonstrate the following:

1. Advanced qualifications at Master's level or higher in Education, Evaluation, Public Policy, Development Studies, Social Sciences, or a related field among key personnel.
2. Demonstrated expertise in Learning, Measurement and Evaluation (LME) evaluation design, and system change programming.
3. Proven experience supporting multi-country or large-scale education programmes, preferably in Africa or global south contexts.
4. Strong mixed-methods expertise (qualitative and quantitative analysis, synthesis, and interpretation).
5. Experience in facilitating learning processes, adaptive programming, and knowledge translation with diverse stakeholders.
6. Proven ability to produce high-quality policy-relevant outputs (briefs, reports, frameworks).
7. Familiarity with education system reforms, government engagement, and civil society partnerships.
8. Strong communication, facilitation, and stakeholder engagement and impact storytelling skills.
9. Ability to ensure ethical data management, data protection, and responsible use of evidence.

Application process

Interested firms, institutions, or consortia should submit a technical and financial proposal. The technical proposal should not exceed 10 pages, excluding annexes, and should include:

- Understanding of the assignment and ALiVE context;
- Proposed approach, methodology, and workplan;
- Team composition and relevant experience;
- Financial proposal/budget;
- CVs/profiles of key personnel (with at least 3 referees).
- Examples of relevant previous work or institutional experience.

Applications should be sent by email under the subject line **“ALiVE Learning and Impact Partner”** to **jobs@mizizielimu.org**. Applications should be received no later than **20th May 2026**.

Data Protection and Privacy Notice

By submitting your application, you consent to Mizizi Elimu Afrika collecting and processing your personal data for recruitment and selection purposes, in accordance with the Data Protection Act, 2019. Your information will be handled confidentially and will only be used for the purposes of this recruitment process.