We're hiring: Intern, Program Team

November, 2022

Introduction and overview

The Education Outcomes Fund (EOF) is dedicated to improving education and employment outcomes for children and youth globally. Our small but mighty team is working at the cutting edge of development finance, leveraging our platform at the UN and our innovative, results-focused approach to change the way education is financed to support the next generation of youth.

EOF is looking for two exceptional interns to support EOF’s program team. If you are an outstanding problem solver, passionate about improving education and employment outcomes for children and youth, and looking for a challenge in a fast-paced, entrepreneurial environment, we would love to hear from you. Please apply through UNICEF's career portal by Sunday 18 December.

About the Education Outcomes Fund

There are few greater challenges faced by the global community than the twin crises of learning poverty and youth unemployment. In response, the Education Commission (chaired by Gordon Brown, former UK Prime Minister and UN Special Envoy for Global Education) and the Global Steering Group for Impact Investment (chaired by Sir Ronald Cohen) came together with our founding CEO (Her Excellency Dr.) Amel Karboul to create EOF. We aim to improve the education and employment outcomes of 10 million children and youth, by supporting governments to utilize a range of innovative finance instruments at scale, including outcomes funds and other results-based financing (RBF) instruments.

EOF is backed by a range of world leaders who support us to shape our approach and achieve our ambitious aims, as well as leaders in education and impact investing:
EOF supports improvements in the quality of education and skills programs, with a special focus on girls and underserved populations, including those in the hardest to reach rural areas. It measures (and pays for) what matters – both core skills like literacy and numeracy, but also critical 21st Century skills such as socio-emotional skills, ICT skills, and other broader fundamentals of a quality education. It helps close the persistent gap between the skills needed by employers and those attained by today’s youth.

For all the above, EOF pays primarily on the basis of the results achieved, ensuring that taxpayer-funded domestic resources, aid, and philanthropic funds are only used to pay for what works. This is a game-changing way to finance results in education, focusing attention and realigning systems on the most challenging but most important measure of a program’s performance: whether it is improving lives.

Together with our supporters, we believe this is the early stages of a much larger movement, with huge potential to increase learning outcomes for children and youth around the world, though improved aid effectiveness and government spending.

Since our inception in 2018, EOF has:

• Partnered with governments in Ghana and Sierra Leone to establish the two largest outcomes funds to date in developing countries, mobilising ~$50M for these programs.
• Established itself as a leading global player in RBF, and the only dedicated center of expertise for RBF in education and skills.
• Become the first outcomes fund hosted by the United Nations within UNICEF, as a scalable platform to partner with governments around the world.
• Established a major partnership with the LEGO Foundation, to develop a scale portfolio of RBF programs in early childhood across a diverse range of countries, as well as to amplify the movement and ecosystem of partners around this approach.
• Had our innovative approach featured in the Stanford Social Innovation Review, FT, Economist, Brookings, and more.
• Built our institutional capacity to contract and implement large-scale outcomes funds more efficiently and effectively than historic impact bonds.
• Established a strong culture of performance and an active focus on ongoing professional development for all our team.
Endorsements:

"EOF has changed the way the education sector talks about RBF"
- David Sengeh, Minister for Education in Sierra Leone and GPE board member.

"... I would invest in the Education Outcomes Fund, which is an emerging player in the global landscape, and is showing what can be done with results-based approaches. That needs GPE doing Systems work but is a way of accelerating and modelling change that can be picked up by the system overall."
- Julia Gillard, former GPE Board Chair and former Australian Prime Minister

"The pay for performance revolution is coming to the education sector"
- Devex on EOF

The next chapter of EOF’s growth is particularly exciting, as we look to build on this foundation in the coming years. We will shift focus towards implementation of our first large scale programs, developing public goods and policy insights on ‘what works’ both in education and RBF. We will develop new RBF models that can be replicated and scaled across regions, as well as continuing to roll out our existing models. Ultimately, we want to improve the way governments and donors fund and implement education programs around the world.

The opportunity

We are seeking to recruit two high-calibre interns to support our rapidly growing pipeline of work in the basic education, early childhood and skills for employment sectors.

You will become a core part of our Program Team, supporting the team to work closely with governments, donors, and service providers/impact investors to design and implement programs as needed. The interns will provide crucial support to the EOF in this phase of rapid growth, and we need highly motivated and capable individuals who share our passion for the mission.

A more detailed indicative list of activities is included below:

Country Scoping:
- Conducting research on the education systems and challenges across several countries, with the aim of identifying well-suited contexts for results-based financing.
- Carrying out detailed data analysis to understand complex educational shortcomings and conduct market research to advise donors on how they can best generate a social return.
- Assessing the suitability of results-based financing instruments in different contexts and education sectors and presenting your research to guide decisions.

Program design:
- Research the provider and investor markets and engage with market participants to fine-tune program design.
- Preparation for workshops to engage government officials with program design.
- Participating in the design of new results-based financing programs in the Basic Education, Early Childhood or skills for employment sectors.
- Conducting research to guide programmatic decisions.
- Working with financial models of innovative finance structures.
- Providing inputs to inform EOF’s approach to pricing outcomes.

Research:

Please note that the activities that the intern will be working on will vary depending on the needs of the program team.
• Carrying out research projects looking at current developments in results-based financing and the education sector globally, including looking at the cost-effectiveness of existing education programs, or looking at new metrics for comparing learning across different contexts.
• Preparing briefs on strategies and policies of international donor agencies and other relevant stakeholders.

If you want to contribute to a rapidly growing organisation, with an exciting mission, opportunities for a high level of responsibility and growth, and to become part of a strong team with a culture of growth and professional development, then EOF could be the place for you.

Travel to our program countries to work closely with Government and local stakeholders is an exciting part of program team roles, with occasional travel for organisational retreats as well. While not expected during every internship, interns may have the opportunity to travel to program countries, depending on their program responsibilities.

About you

We'd love to hear from you if the following sounds like you:

Essential:
• Enrolled in a degree programme in an undergraduate or graduate school, or a recent graduate (within the last 2 years).
• Excellent academic performance as demonstrated by recent university or institution records.
• At least 18 years old.
• Fluency in English is required.
• No immediate relatives (e.g., father, mother, brother, sister) working in any UNICEF office; and have no other relatives in the line of authority that the intern will report to.

Desirable:
• A degree in a relevant subject, such as economics, political science, finance, education, or a related field, would be preferred.
• Experience or an interest in international development, the global education sector, and international aid is desirable. Additional consideration will be given for any relevant experience.
• Proficiency in French, Spanish or Arabic is desirable.

Key competencies
We expect you to have the following skills and competencies:
• Drive to achieve results: You can utilize a variety of skills, including research, creativity, and critical thinking to effectively complete tasks.
• Ability to work in a fast-paced environment: You can navigate multiple tasks under tight timelines, by knowing how to prioritize and work effectively.
• Proactive approach to work: You proactively find ways to assist the wider team. When you see things that could be improved, you put your hand up and help improve it, rather than being a passive bystander.
• Work collaboratively with others: You enjoy contributing to a wider team effort and collaborating with people from different backgrounds to achieve your goals, respecting differences and ensuring that all can contribute and succeed.
• **Exceptional problem-solving skills**: You are intellectually dexterous, able to pull insights from complex information, and provide input based on these insights.

• **Clear and confident communication skills**: You are comfortable communicating with a range of stakeholders and can adapt your style according to the audience.

• **Demonstrate self-awareness and ethical awareness**: You are self-aware of your own strengths, limitations, working style, and deeply held convictions and biases. You display ethical awareness through behaviours that are consistent and compliant with the standards of conduct for international civil servants, UNICEF's values, and relevant UNICEF policies and procedures.

## General information and application process

### General information

- We have a global mandate and a global team, with staff based across most continents. However, the majority of our team are London-based, and candidates may need to be available during a significant portion of UK working hours (to be determined on a case-by-case basis). Remote and hybrid working options will be considered. Please note that EOF cannot currently sponsor interns to work in the UK.
- A stipend will be provided for the duration of the internship, which will be determined based on the location of the successful candidate.
- The internship is expected to start on **Monday 06 March 2023** and finish on **Friday 25 August**. Please note that candidates who cannot commit to a six-month internship, working full-time, cannot be considered for the positions.

### Application process:

- Please apply through UNICEF’s career portal by **Sunday 18 December**.
- Please note that longlisted candidates will be asked to take two short aptitude tests, w/c 19 December.
- The subsequent assessment process for shortlisted candidates will involve a 3-hour written test and two rounds of interviews and is expected to run across December and January.

Unfortunately, due to the potentially large number of applications, we will only be able to contact applicants who are invited to the next stage of the process and will not be able to provide feedback to candidates that are not shortlisted.

**EOF has a zero-tolerance policy** on conduct that is incompatible with the aims and objectives of the United Nations, including sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination. EOF also adheres to strict child safeguarding principles. All selected candidates will be expected to adhere to these standards and principles and will therefore undergo rigorous reference and background checks. Background checks will include the verification of academic credential(s) and employment history. Selected candidates may be required to provide additional information to conduct a background check.