

We're hiring: Learning & Engagement intern

March, 2023

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 an exceptional intern to support EOF's Learning & Engagement team with their work in Early Childhood Education. 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 26 March**.

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:

<p>An initiative of:</p>  	<p>Hosted by:</p>  <p>Hosted at UNICEF, as the first UN-hosted platform for outcomes funds at scale</p>
<p>Executive Committee:</p> <div data-bbox="308 1424 657 1541">  <p>Sir Ronald Cohen <i>Chair</i> Co-founder of Apax Partners, Chair of the Global Steering Group for Impact Investment</p> </div> <div data-bbox="308 1559 657 1675">  <p>George Werner Former Minister for Education in Liberia & former Director General of the Civil Service of Liberia</p> </div>	<div data-bbox="673 1424 1023 1541">  <p>Sir Michael Barber <i>Vice Chair</i> Founder and Chair of Delivery Associates, former advisor to Tony Blair</p> </div> <div data-bbox="673 1559 1023 1675">  <p>Amel Karboul Education Commissioner; formerly Minister of Tourism of Tunisia; BCG; Mercedes Benz</p> </div> <div data-bbox="1029 1424 1315 1541">  <p>Dolika Banda Non-Executive Director at CDC Group; former CEO of African Risk Capacity Insurance Ltd</p> </div> <div data-bbox="1029 1559 1315 1675">  <p>Rob Jenkins Chief of Education and Associate Director at UNICEF</p> </div>
<p>Select High Level Steering Group Members:</p> <div data-bbox="308 1727 603 1821">  <p>Aïcha Bah Diallo Former Minister of Education of Guinea</p> </div> <div data-bbox="308 1839 603 1933">  <p>Phyllis Costanza Co-Founder and President of OutcomesX</p> </div>	<div data-bbox="673 1727 968 1821">  <p>Aliko Dangote President & CEO of the Dangote Group</p> </div> <div data-bbox="673 1839 968 1933">  <p>Felipe Calderón Former President of Mexico</p> </div> <div data-bbox="1029 1727 1359 1821">  <p>Jakaya Kikwete Chair of the Board of Directors at GPE and former President of Tanzania</p> </div> <div data-bbox="1029 1839 1359 1933">  <p>Liesbet Steer Director, Education Commission</p> </div>



Leadership team:



Amel Karboul
Chief Executive Officer
Education Commissioner;
formerly Minister of Tourism of
Tunisia; BCG; Mercedes Benz



Max McCabe
Chief Operating Officer
Formerly at Teach First, Rising
Academy Network & Diageo PLC



Milena Castellnou
Chief Program Officer
Former Associate Partner at
Instiglio

Select sponsors / supporters:



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The LEGO Foundation



ATLASSIAN
FOUNDATION - INTERNATIONAL



Sir Ronald
Cohen



UBS Optimus
Foundation



UBS



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra



دبي العطاء
Dubai Cares



BANK OF AMERICA



Big Win



KOICA
Korea International
Cooperation Agency



Aliko Dangote
Foundation

Key institutional Program partners:



THE WORLD BANK



Government of
Ghana



Government of
Sierra Leone

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

At this exciting growth stage in EOF's development, we are recruiting a highly motivated intern to support **EOF's Learning & Engagement - Early Childhood Education (ECE)** team with all aspects of work to contribute to the global ecosystem for the effective use of RBF in ECE. This is a component of EOF's strategic partnership with the LEGO Foundation. We have been collaborating with the LEGO Foundation to explore the possibilities of using RBF to support quality improvement, equity enhancement, and evidence generation in ECE.

The **Learning & Engagement intern** will report directly to the Head of Learning & Engagement, supporting the team to work closely with networks of stakeholders in the ECE and Innovative Finance sectors. You will also collaborate with all members of the EOF team.

The intern will provide crucial support to the Learning & Engagement team in this phase of refining and delivering on the strategy, and we need someone who shares our passion for the mission and has interest in ecosystem-level impact.

A more detailed indicative list of activities is included below:

Strategy and Action Plan Formulation:

- Research the relevant stakeholders to inform mapping ecosystem actors and resource flows
- Conducting landscape analysis for capacity building efforts + communities of practice
- Support the Learning & Engagement team to build relationships with peer organizations and potential partners through, for example, participating in calls and webinars
- Prepare supporting materials to be presented at EOF's internal and external meetings
- Strengthen the Learning & Engagement team's internal organisation and knowledge management through document key takeaways and action items in meetings, maintaining project management platform and contributing to research library.

Public Knowledge Products

- Support the drafting, consultation, finalization and dissemination of public knowledge products
- Research to inform dissemination strategy of public goods



- Logistics support for team ahead of global convenings. This includes external communications, event preparation and execution.

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.

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.
- Excellent written skills. You can convey complex ideas clearly and engagingly and you can adjust your style to reach a variety of different audiences.
- 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 education, economics, development studies, political science, public policy, finance, 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.
- Ability to thrive in a high-energy, fast-paced and entrepreneurial organization.
- Ability to manage a high workload in a fast-paced environment, with strong attention to detail and a high bar for quality; manage concurrent timelines, independently prioritize tasks and work.
- Proficiency in French, Spanish or Arabic is desirable.

Key competencies

We expect you to have the following skills and competencies:

- **Exceptional problem-solving skills:** You are intellectually dexterous, able to pull insights from complex information, and recommend action 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.
- **Drive to achieve results:** You take responsibility for and ownership of your performance and are proactive in finding solutions to problems.
- **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.
- **Embrace change and uncertainty:** You understand that our work is complex and dynamic, and respond to shifting priorities with composure and agility



- **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 in **May or June**, depending on candidate availability, and last for **6 months**. We are open to candidates starting the internship part-time, however would prefer candidates who can work most of the internship full-time.

Application process:

The assessment process for shortlisted candidates will involve a written test and two rounds of interviews.

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.