

IDinsight

Improving lives with data and evidence

CEO

Chief Executive Officer

Job description & information

Who we are

IDinsight is a mission-driven global advisory, data analytics, and research organization that helps global development leaders maximize their social impact. We tailor a wide range of data and evidence tools, including randomized evaluations and machine learning, to help decision-makers design effective programs and rigorously test what works to support communities. IDinsight works with governments, multilaterals, foundations, and innovative non-profit organizations in Asia and Africa. **We work across a wide range of sectors, including agriculture, education, health, governance, sanitation, and financial inclusion.** Our team is made up of exceptional economists, data scientists, policy experts, and development professionals.

What we do

Through innovation, direct project work, and by working to transform the sector, IDinsight helps combat poverty using data and evidence.

We create and adapt cutting-edge data and evidence tools from tech, industry, and academia to meet the needs of governments, non-profits, and social enterprises. We launch initiatives that advocate for and enable practitioners to use evidence-driven approaches accountable to the people they serve. Our project work includes impact evaluations, Embedded Learning Partnerships with some of the world's largest most influential policymakers and development organizations, and other services that facilitate data-driven decision-making. Read about our projects [here](#).

Vision: Improve millions of lives by transforming how the social sector innovates, learns, and improves.

Mission: Help leaders use data and evidence to combat poverty.



Debendra interviews an out-of-school girl about the Government of India's Weekly Iron and Folic Acid Supplementation programme. ©IDinsight

The Opportunity

Globally, hundreds of millions of people are kept from fulfilling their human capabilities due to limited opportunities and freedoms. Reducing poverty and improving wellbeing by addressing the daunting “unfreedoms” of poor health and learning outcomes, economic and physical insecurity, and political marginalization represent the biggest challenges of our times. Yet resources dedicated to these challenges are not yet achieving the impact they could. Decisions on what problems to address are not informed by data and evidence that reflect people’s lives and pathways to progress.

In the fight against poverty, knowledge is power; those who use data and evidence have an edge. Few organizations, whether public or private, have the in-house capacity to generate the insights that provide this edge. This is where IDinsight comes in. We provide data and evidence services, tailored to our partners’ constraints and contexts, to amplify their impact. Our partners across Asia and Africa — whether government agencies, non-governmental organizations, or organizations providing external funding — use the insights we generate because they trust and respect the quality of our work and the intentions behind it.

We are looking for a CEO to build off of our successes and drive forward our social impact at a pivotal point of organizational growth. This is an outstanding opportunity for a leader with true vision and the ambition to create large-scale social impact using data and evidence. IDinsight’s next CEO must bring compelling leadership experience in growing organizations in the global development field, with demonstrated success applying innovative measurement, analytics, and evidence tools to complex problems.

The Role

Building on IDinsight's strengths and impressive results to date, the CEO will engage the Board and IDinsight senior leadership to co-own the next phase of IDinsight's ambitious strategy and growth plan to achieve social impact at scale and influence how the development sector makes decisions.

This endeavor demands a leader who can: inspire the broader global development field and its decision-makers to adopt data and evidence-based approaches. They will attract, empower, and mentor internal leaders; guide IDinsight strategy; demonstrate IDinsight's values in every action; conceptualize and launch large, high-impact new initiatives; and attract financial resources to fund innovative projects and the organization's scale-up. IDinsight's senior leadership, including highly independent regional directors will allow the CEO to focus on the most high-leverage strategic and influential initiatives to achieve our mission.

Lead vision and strategy

The CEO will set, execute, and continually refine IDinsight's strategy

- Set IDinsight's strategy to achieve its mission and vision; analyze trends within the data and development field and opportunities; communicate organization-wide priorities, shaping the portfolio of work; identify opportunities and lead change when necessary.
- Lead long-term and annual planning processes with senior leadership and the Board.
- Work with senior leadership to establish systems for tracking and reporting on progress against strategic plans; mitigate risks to successful execution.

Create large scale social impact

The CEO will ensure IDinsight is able to maximize its long-term social impact.

- Launch high-impact new initiatives and services to further data- and evidence- driven decision making in global development.
- Advise on and drive performance for the organization's social impact, technical robustness, financial health, project execution quality, and status of client relations for all projects in IDinsight's portfolio.

Empower people, drive culture, and champion values

The CEO will empower IDinsight's exceptional people, model and drive exceptional organizational culture, and champion organizational values.

- Empower IDinsight's people (a team of 300 individuals from 25+ countries) and help them create a direct link between their work with social impact at scale.
- Model and drive organizational culture to create cohesion amongst distributed teams.
- Champion organizational values so as to attract and retain mission-driven team members.

Ensure IDinsight is a professional home where team members of diverse backgrounds experience inclusion and equity, and therefore a deep sense of belonging.

Influence actors in global development

The CEO will expand IDinsight's influence and reputation to promote evidence-based solutions to development challenges.

- Create and increase IDinsight's brand recognition as an exemplary organization in terms of impact, innovation, and influence.
- Inspire all of IDinsight's constituents and position the organization as an influential thought leader.
 - Maintain pulse and engage in public discussion (e.g., blogs, social media, conferences, etc.) on newest trends and latest debates in global development and identify appropriate opportunities for IDinsight to contribute to and shape these debates.

- Provide direction for IDinsight’s communications strategy to facilitate internal and external alignment.
- Advocate for evidence-based and innovative approaches to development through conferences, speaking engagements, events, and thought pieces.
- Build and maintain influential relationships with appropriate stakeholders.
 - Position IDinsight leadership as trusted advisors (either formally or informally) to “market-makers” (e.g., decision-makers in governments, large foundations, NGOs and think tanks).
 - Build and maintain strategic relationships with influential members of the development community.

Maintain financial health

The CEO will assume ultimate responsibility for maintaining IDinsight’s exceptional financial health, as well as ensuring the business model maximizes social impact.

- In partnership with the Regional Directors and Philanthropic Engagement team, and through significant personal investment, identify, cultivate, develop, secure, and steward high impact donors; ensure that funds are properly and strategically allocated to support IDinsight’s core project work and strategic initiatives.
- Oversee high-level budget setting to maintain the organization’s exceptional financial health and optimal resource allocation for strategy execution.

Develop and engage board of directors

The CEO will report to, manage, and develop IDinsight’s Board of Directors; facilitate Board engagement.

- Engage the Board of Directors in its important governance role by openly communicating about the organization’s opportunities, strategic choices, and progress toward goals.
- Recruit committed, strategic Board members who can help IDinsight expand its influence and impact.
- Suggest changes to the Board when appropriate, in light of IDinsight’s strategy.

The Ideal CEO

IDinsight's next CEO:

- Must be driven to work with global low-income and marginalized communities, ideally with significant personal and/or professional experience in one of the countries where IDinsight does its work.
- Must be passionate about, and with a track record, using cutting edge analytics that help and influence decision-makers (policymakers, funders, NGOs) to make high-impact programs.
- Will have a career background related to “data for development”: research, measurement, evaluation, and/or learning; consulting; and/or global development.
- Will ideally bring a compelling blend of tangible results and experience:
 - Identifying, cultivating and securing significant new philanthropic funding.
 - Attracting, managing and mentoring a large and talented team.
 - Building a cohesive culture across geographies and offices.
 - Supporting and overseeing the work of functional leads who enable client-facing teams and organizational growth as well as operational/fiscal discipline, transparency and critical investments in systems.

Reports to: Board of Directors

Location: Depending on personal circumstances, options could be explored at one of IDinsight's offices in Dakar, Senegal*; Delhi, India*; Lusaka, Zambia*; Manila, Philippines*; Nairobi, Kenya*; Rabat, Morocco*; Remote, United States**. The CEO will be expected to travel 25-40% and effectively overlap working hours with relevant time zones in Africa and Asia.

Salary range: \$275,000-\$325,000.

Term-Length: IDinsight expects its next CEO will be a committed, long-term hire.

*Subject to legal and tax advice.

**Open to relocation to the US for a non-US candidate.

IDinsight is committed to [reducing power asymmetries in the social sector](#). Our commitment to diversity, equity, and inclusion reflects our understanding of the need for the sector to abandon unhealthy practices of the past. We wish to be part of a new generation of international NGOs who are honest about this history and transparent about our role in the present. Our commitment is also aligned with the impact of our work.

We seek a workforce that is inclusive of a variety of perspectives that will help us refine and improve our methods and relationships, and strengthen the services we provide our clients and their communities or constituencies. The following commitments represent our vision for the IDinsight team:

1. IDinsight will have greater representation from the **populations with whom we work** and **clients we serve**.
2. IDinsight will have greater representation from the **countries in which we work**.
3. Across all countries in which we recruit, we will seek **greater representation from historically excluded communities**.
4. IDinsight will foster an **inclusive work culture that empowers a diverse team** to do their best work.

IDinsight is an equal opportunity employer and strives to create a diverse and supportive workplace.

Viewcrest Advisors is the search partner supporting IDinsight, with collaboration from Shortlist. Please share nominations or submit a resume and cover letter to Viewcrest Advisors:

IDinsightCEO@viewcrestadvisors.com

Viewcrest Advisors is committed to social justice and access to opportunity; we actively cultivate relationships with leaders who have varied life experiences as well as the skills needed to lead strong, innovative organization.

Viewcrest Advisors, Ltd. is committed to your privacy and to protecting your personal data. To view our privacy policy, please visit our website www.viewcrestadvisors.com.

Values

IDinsight's team is driven by common values that guide our actions, which we represent on and off the job. These values are a statement of commitment to our teammates, clients, and partners.



Impact

We measure success by the extent to which our work increases the social impact of our clients. We continually refine our work and strategy to maximize social impact.



Community of Leaders

We are committed to enabling our colleagues to reach their full longterm professional potential. We look out for each other professionally and personally.



Ownership

We each are responsible for helping IDinsight continually innovate, learn, and improve. If something is broken or flawed in our organization, we proactively fix it.



Service

We each put the interests of communities, our partners, and teammates before our own. We understand it is a privilege to serve a cause bigger than ourselves.



Systems Perspective

We understand that effective change requires a holistic understanding of why the status quo persists and work with others to create greater, sustained impact.



Humility

We often operate in someone else's home, community, office, or country and recognize the limits of our personal knowledge compared to local experience.



Honesty

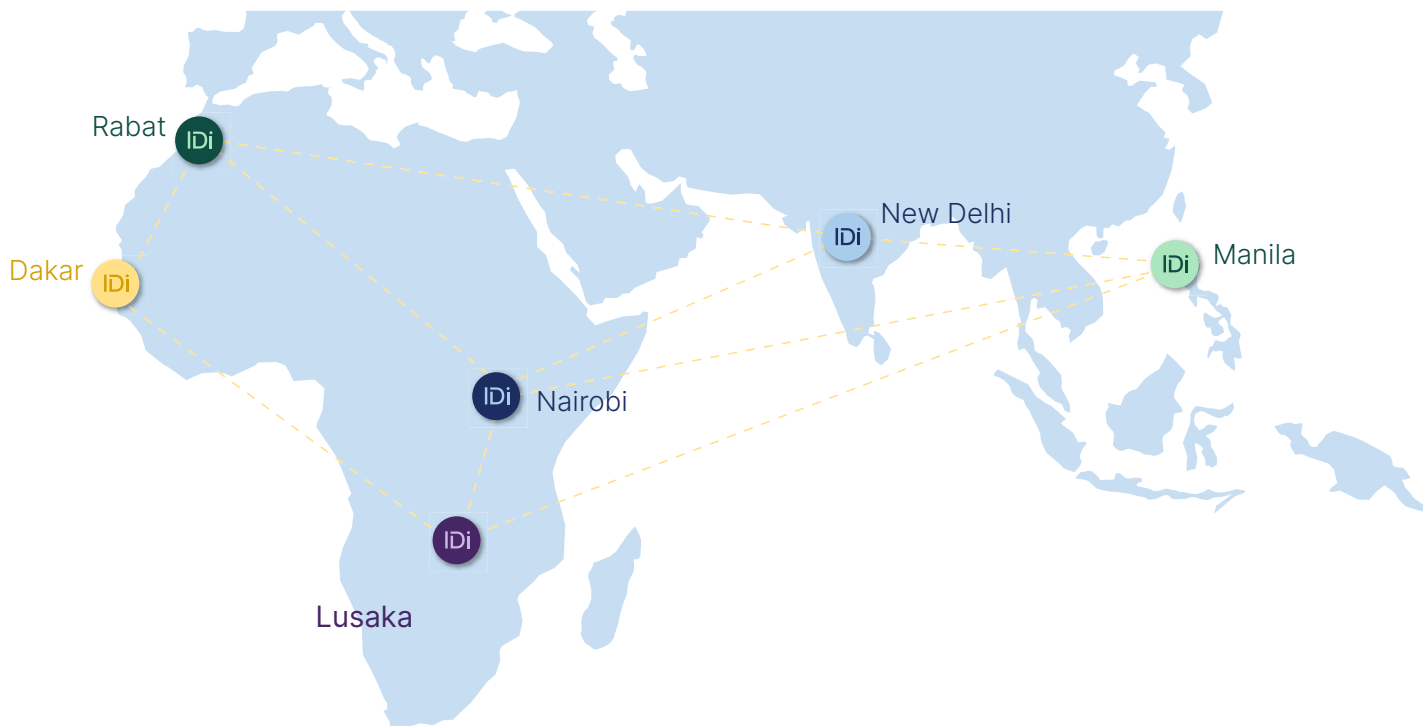
We always share our objective findings and honest opinions with the client and each other—even if they are unpopular. We are a flat organization: the best idea and evidence wins.



Professionalism

We bring to bear the skill and effort needed to produce work of the absolute highest quality. Our work is judged by our outputs, not our effort.

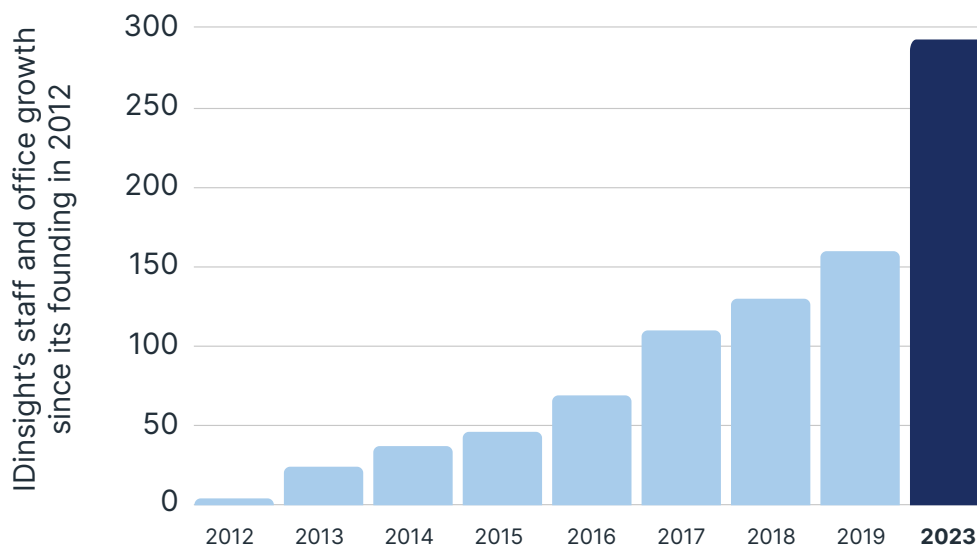
History



Rapid growth:

Since our founding in 2012 our team has grown each year, now with **280+ team members, \$29M+ annual budget, and 6 offices across Asia and Africa.**

Offices: Rabat, Dakar, Delhi, Manila, Lusaka, Nairobi, and teammates working remotely.



2022-2026 Strategy

It is the CEO's responsibility to set, execute, and continually refine organizational strategy. As the next CEO takes on this responsibility, we fully expect them to explore, interrogate, and refine current organizational strategy. IDinsight's Board of Directors and team members are in strong alignment on a clear direction to pursue over the next five years, and we're excited to bring in a leader who also has a clear vision for achieving IDinsight's mission.

In five years, we want to:

- Deeply affect hundreds of millions of lives.
- Contribute to positive transformations in the development sector.
- Become smarter, wiser and better-positioned to make the next set of contributions.

To achieve this ambition, we will pursue three main goals:

Goal 1: Elevate our direct support to decision-makers

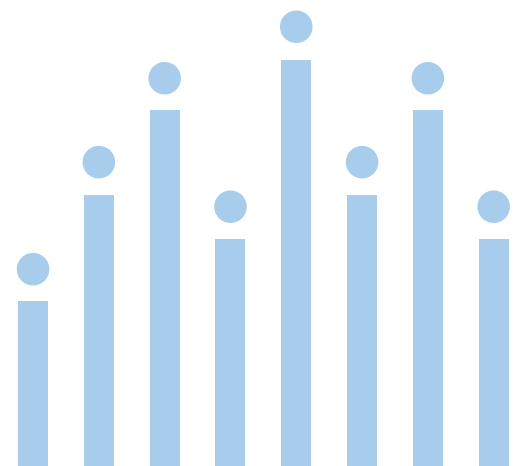
By matching our capabilities to clients' needs	By serving new client and project types
<ul style="list-style-type: none">• Systematically identify the highest impact, largest scale opportunities and institute ongoing internal reflection to continuously refine client selection and project design.• Build and sustain diverse methodological skills and foster deep contextual knowledge within our service portfolio.• Refine approaches to strengthen data systems, capacities, and a culture of evidence within our clients' organizations.	<ul style="list-style-type: none">• Explore applications of our capabilities within new thematic areas such as social movements, public finance, climate change mitigation and adaptation, public sector scale-up, and the compact between government and citizens.• Integrate attention to gender and other forms of equity considerations across all relevant projects.• Expand geographic reach through partnerships with regional and national organization.

Goal 2: Change practices in the development sector towards greater use of contextually-appropriate evidence

Build, test, and share platforms and tools to promote evidence-informed action	Share ideas and information to promote evidence-informed action
<ul style="list-style-type: none">• Expand and improve Data on Demand.• Implement light-touch advisory models.• Develop new capacity building resources that add unique content to the sector.• Develop new platforms and tools that are responsive to demand.	<ul style="list-style-type: none">• Elevate our profile within sectoral communities and among peers as a means to greater influence.• Advocate use of evidence for good governance and fiscal responsibility.• Share sector- and context-specific research and evaluation findings to inform sectoral decision making.• Influence funder practices towards demand-responsive models of evidence generation and capacity building.

Goal 3: Build a top-notch global organization that is well-run, contextually-grounded, and champions its people

- Create an inclusive team that can harness contextual knowledge, internal diversity, and equitable opportunities towards greater social impact.
- Improve our systems and processes to be more efficient.
- Grow teams to economically efficient size.
- Provide a rewarding work experience, especially for early- and mid-career employees.
- Develop and maintain resilience to negative shocks.
- Promote excellent organizational governance.



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