



## Research, Design & Impact Manager

“The people who are crazy enough to think they can change the world, are the ones who do.”  
- Steve Jobs

Teach For Malaysia is an independent, not-for-profit organisation on a mission to empower our nation through education. We believe that a child's education and future should not be determined by his or her circumstances in life. Thousands of students don't have the chance to realise their potential because of many socioeconomic factors, like how much their parents earn or where they were born/live.

We recruit, train and support our country's rising generation of leaders to teach in high-need schools across the nation, through our 2030 strategy consisting of 2 flagship programmes which is the Teach For Malaysia Fellowship and Program Duta Guru - our two-year leadership development programmes focused on growing leaders across the education system. We've impacted over 150,000 students and worked with the Ministry of Education and other corporate and social sector partners to collectively bring transformation to the education system. Beyond the Fellowship and Program Duta Guru, our growing network of Alumni, education champions and supporters are lifelong advocates for education and expanding opportunities for students, working as a movement to build an ecosystem of solutions at all levels of society - from the classroom to the boardroom.

We are looking for champions to join our team in this movement of change - people who share our vision, mission, and core values (Sense of Possibility, Excellence, Collaboration, and Integrity) - so that we are able to collectively work towards expanding our impact. Alignment to our vision, mission and values are integral to TFM's culture, to ensure long-term, sustainable success and to realise our mission to:

**Build a movement of leaders in the education ecosystem to empower all children in Malaysia to realise their potential through quality education**

Our collaborative working environment opens up many opportunities for you to expand your network and lead your own learning, alongside other team members, Fellows and Alumni, corporate partners, the Ministry of Education, and other education stakeholders. Teach For Malaysia is also a partner in the Global Education Network, Teach For All.

**Role:** Manager, Research, Design, and Impact  
**Start Date:** Immediate  
**Employment Type:** Full time, 1-Year Contract  
**Location:** Kuala Lumpur, Malaysia

### OBJECTIVE OF THE ROLE

The Research, Design and Impact “RDI” Manager ensures that the organisation and its programmes has the right design structures and frameworks to collect the right data and analyse them critically to articulate TFM’s impact so that we make data-informed decisions that maximise the impact of the programme and organisation and inspire others to work with us in driving change.

The role will focus on the researching, designing and evaluating TFM’s programs and operations through robust quantitative and qualitative measurement activities. This role works across several functions to support continuous improvement based on evidence-informed decision making via data collection, analysis and results sharing. The role plays a key role in communication of both the state of education inequity in Malaysia and TFM’s impact in addressing this inequity. The role also aligns to the wider organisation strategy (Strategy 2030) through the use of available evidence.

### MISSION FOR THE ROLE

This role manages other Monitoring, Evaluation and Learning Associates, Senior Associates and Manager in the organisation to oversee all the impact data of Teach For Malaysia, including student data, teacher/Fellow development data, school and principal data and other related data collected for the purposes of articulating TFM’s programmatic impact.

### KEY MEASURES OF SUCCESS

- High quality and timely data collection, analysis and reporting across all three functions (Fellowship, Program Duta Guru and Community Mobilisation) in order to drive learning across different functions
- Internal capacity-building of staff members to be able to effectively utilize MEL systems and processes, and nurture a data-driven culture
- Curation and sharing of impact data that strengthen TFM’s position as a key partner within the education ecosystem
- Continuous improvement in programme design and implementation across all functions, informed by research insights

### DUTIES AND RESPONSIBILITIES

#### Overall

- Contribute to organizational learning through the design of procedures, processes, and systems to encourage and facilitate more effective sharing of programme impact, approaches and lessons learned throughout the organization
- Conducting an ongoing analysis and using data insights as well as knowledge of best practices to recommend and contribute to the strengthening of existing programmes and creation of future programmes
- Working with all organisational functions to understand the data needs of Teach For Malaysia, and the expectations of our key stakeholders
- Leading the Research, Design and Impact steering committee and other programme teams/internal stakeholders in the organisation to ensure impact measures are effectively designed, implemented and reviewed when necessary
- Ensuring the integrity of the data that is shared and that it is of high credibility for TFM’s stakeholders
- Empowering other functions in Teach For Malaysia to analyse and package data, generating insights that influence programmatic decisions and can be shared with external stakeholders
- Conduct research or lead research collaborations with external parties (e.g. universities, think tanks) on topics according to the priorities and needs of the organisation, make recommendations and secure buy-in from both internal and external stakeholders through white papers and TFM-organised events
- Communicating the consolidated impact of Teach For Malaysia using the TFM Measures of Impact Framework
- Designing and formulating annual impact reports for the organisation

**Communication of Teach For Malaysia's impact**

- Oversee and manage the Impact Review and Impact Report process and align our data to our Fellowship and Program Duta Guru participants' Journey
- Communicate the impact of the Fellowship Programme internally and externally using appropriate tools and platforms
- Support teams to use impact data to secure new contracts (e.g. Fellowship DG41 Phase 3 contract)
- Provide clear qualitative and quantitative analysis of progress against organisational goals, by analysing and synthesising organisation-wide data and other research
- Craft quantitative and qualitative reports that are clear, accurate, and accessible to teams individually, across the organisation and to external stakeholders
- Support Marketing function to develop media stories in relation to the overall organisational impacts
- Advise the Partnership Development and Fellowship teams to report TFM's activity and impact to key funders

**Supporting organisation-wide evidence-informed strategic decision making**

- Work closely with the Finance and Operations Director and other leaders of the organisation to influence organisation strategic decision-making through evidence, data and examples of best practices

**Expanding understanding of Teach For Malaysia's impact**

- Drive improvements to Teach For Malaysia's measurement and evaluation framework to expand understanding and communication of impact
- Lead internal (and support external) research or evaluation projects, including on education inequity, student achievement, programme effectiveness and teacher effectiveness

**Alignment to TFM Strategy 2030**

- Conduct an alignment and assessment of TFM's impacts towards our 2030 strategic goals

**REQUIRED COMPETENCIES**Overall Required Competencies

- Aligned to TFM Core Values: Sense of Possibility, Excellence, Collaboration & Integrity
- Passion for TFM's mission, the education field, and developing people's potential
- Proactive self-starter with the ability to manage multiple streams of work, and independently prioritise tasks
- Strong desire to learn new things and grow professionally
- Highly adaptable and work effectively in an entrepreneurial, fast-paced, deadline-driven, collaborative and VUCA (volatile, uncertain, challenging and ambiguous) environment
- Excellent reasoning, problem-solving and process-based thinking skills
- Demonstrates strategic planning and execution by aligning the team on a vision of success, planning strategically and monitoring progress systematically

Leadership Experience & Team Adaptability

- Ability to be adaptable in an entrepreneurial, fast-paced, achievement-oriented environment
- Strong interpersonal skills and ability to work collaboratively with all levels of employees and stakeholders
- Able to think critically, innovatively, and in a resourceful manner
- Able to build and maintain good relationships with internal and external stakeholders

Language & Technical Proficiency

- Strong written and verbal skills and excellent proficiency in English and basic proficiency in Bahasa Malaysia
- Excellent proficiency in MS Word, Powerpoint and Excel
- Willing and able to readily adopt and utilise any TFM database or technological platform / application (i.e. Google Suites, Confluence, Salesforce, Zoom etc.)

Role-Specific Competencies

- Skills in monitoring, evaluation and learning methods; including significant knowledge of international best practices and experience with M&E frameworks, feedback, and learning processes;
- Understanding of student impact and outcome measures in the Malaysian education context including academic, personal and experience-based measures
- Experience in knowledge management and data analysis with a solid grasp of methodologies
- Understanding of and interest in the Malaysian education system and social conditions

- Strong data and contextual analysis skills to draw accurate conclusions and guide actions. This includes strong numerical, analytical and qualitative analysis skills

#### Desirable Competencies

- Experience in the education sector (e.g. in non-profit, research, government, etc.)
- Experience of undertaking significant research or evaluation projects
- Detailed knowledge of database systems (e.g. Salesforce), statistical analysis packages (e.g. SPSS) and
- Skills in operating data visualisation programs (e.g. Tableau, Power BI)

#### Years of experience & qualification

- At least 4 years experience in Research, Design and Impact or Monitoring, Evaluation and Learning related fields
- Bachelor's Degree and/or masters degree in related fields is an added advantage

## **APPLICATION**

Please scan the following QR code or click on [this link](#) to submit your application through the application form.



*Due to the volume of applications we receive, we apologise that we will not be able to respond to all applicants - only shortlisted candidates will be contacted.*