

Senior Consultant

Professional profile

Zoë is a Senior Consultant in Itad's Impact Investing Theme, part of the Inclusive Growth Practice. She has ten years of expertise in international development, with specialisms in impact measurement, evaluating large and complex portfolios, providing strategic MEL support, and qualitative methods. Zoë is a core team member for Itad's longitudinal study of the mobilisation of private capital by CDC into fragile and frontier markets, using a case study approach to evaluate CDC's mobilisation, drawing on contribution analysis and process tracing approaches. She has managed two evaluations for Argidius Foundation, assessing the effectiveness of their support to non-financial intermediaries which support entrepreneurs and Small and Growing Businesses in developing countries to develop their capacity, investment readiness and build links to potential investors.

Prior to working at Itad, Zoë worked at Save the Children (SC) as their Senior Impact and Learning Advisor in their Business Programs Hub. She was the Impact & Learning Lead for the Health System Strengthening portfolio of the multi-million pound SC-GSK partnership, developing the monitoring, evaluation, research and learning framework for the portfolio. She led several After Action Reviews to generate immediate actionable learning, including SC's Emergency Health Unit's response to Hurricane Matthew in Haiti. Zoë was the Head of Impact and Learning at Build Africa where she was the technical lead on Monitoring, Evaluation, Accountability and Learning at organisational and programmatic level. In this role, she commissioned and conducted several evaluations, including leading a Utilisation-Focused Evaluation with a project team in Uganda, working collaboratively on design, data collection, analysis and development of findings. She worked extensively on programmes funded by US- and UK-based trusts and foundations, drafting evaluative reports for these audiences.

Nationality British

Languages English

Employment

2018 - Present	Senior Consultant Itad Ltd., UK
2018	Senior Impact and Learning Advisor (Business Programs Hub) Save the Children, UK
2016 - 2018	Impact and Learning Advisor (Business Programs Hub) Save the Children, UK
2015 - 2016	Head of Impact and Learning Build Africa
2014 - 2015	Program Officer (Monitoring, Evaluation and Learning) Build Africa
2013 - 2014	Monitoring and Evaluation (M&E) Manager (Secondment) Save the Children International
2012 - 2014	Data Management and Reporting Officer Save the Children UK
2011 - 2012	Program Policy and Quality Coordinator Save the Children UK
2010 - 2011	Effective Programs Coordinator Save the Children UK

Selected project experience

2017 - Present	CDC Longitudinal Study of the mobilisation of private capital Role: Evaluator Client: DFID Location: Global (Africa and South Asia) Together with partners, Zoë is conducting the first ten-year study to systematically analyse the mobilisation of private investment by CDC in the fragile and frontier markets. Zoë is using a case study approach to evaluate CDC's mobilisation of further investments, directly and indirectly through demonstration effects, and is drawing on contribution analysis and process tracing approaches.
2018 - Present	Evaluations of Argidius Foundation grantees Role: Project Manager Client: Argidius Foundation Location: Global Itad is conducting evaluations of two Argidius grantees, who provide Business Development Services to Small and Growing Businesses to support them to become investment-ready. Zoë is currently managing the two ongoing evaluations, liaising with the client, coordinating the evaluation teams and ensuring deliverables are on time and on budget.

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2019 - 2020

Review of Labour Market Linkage Models

Role: Researcher | Client: Mastercard Foundation | Location: Global

Researching existing approaches to linking individuals to labour markets, including an analysis of seven case studies of programmes that aimed to link jobseekers to work opportunities.

2018

Results Framework for the GSK-Save the Children partnership

Role: Impact & Learning lead for Health Systems Strengthening | Client: SC/GSK | Location: Global

The partnership leverages the complementary skills, expertise and resources of the two partner organisations to support marginalised children to access basic health care, including through improvements in supply chain and procurement, development of child-friendly medicines, and health program delivery. In 2018, the multi-million pound partnership was voted as the 'most admired' corporate partnership in the C&E Barometer's survey of businesses and NGOs for the third consecutive year. Zoë led the Impact and Learning approach for the Health Systems Strengthening portfolio, including the development of a results framework for the portfolio and setting the portfolio's research strategy. She also supported the development of the overall partnership results framework and associated results dashboard, providing analysis, data interpretation and reporting against the dashboard on a regular basis to inform reporting and senior level decision-making. Zoë identified evidence gaps, designed and conducted primary research to generate findings, and produced recommendations and learning which could be applied directly within the partnership and sector.

2017

Evaluation of the GSK-Save the Children Healthcare Innovation Award

Role: Lead evaluator | Client: SC/GSK | Location: Global, with case study focus in South Africa

Zoë led a theory-based evaluation into the GSK-Save the Children Healthcare Innovation Award, assessing its achievement against strategic objectives, and the relevance and relative significance of its model of support to funded innovations. The evaluation assessed portfolio level achievements through document review and interrogated causal links between winners' results and the Award's support through interviews with a large sample of winners and other informed actors, using a case study approach to conduct a detailed assessment of the Award's contribution to an innovation's achievements in South Africa through extensive document review, interviews with staff and with representatives from actors in the innovation ecosystem.

2016 - 2018

Multi-country study into the motivation of Community Health Workers in West and Central Africa

Role: Lead researcher | Client: SC | Location: Côte d'Ivoire, DRC, Mali and Senegal

Zoë led a multi-country qualitative study into the motivation and retention of Community Health Workers across a portfolio of Save the Children's health projects, using a contribution analysis approach with the Most Significant Change technique embedded, including management of extensive qualitative data collection in supported communities, working with teams of Research Assistants. Managed multiple internal and external stakeholders to deliver findings and recommendations that could be integrated into programmatic and advocacy interventions across the Save the Children portfolio and that could be taken on by other development actors.

2014 - 2016

I-LEAP (Improving the Learning and Educational Attainment in Primary)

Role: Monitoring, Evaluation, Accountability and Learning lead | Client: Build Africa | Location: Uganda

Zoë was Technical lead for Monitoring, Evaluation, Accountability and Learning of the ILEAP project, which aimed to improve the learning of children in their first three years of primary school. She played significant role in the program design, including managing participatory sessions on the proposed program design with teachers, parents and pupils; developed and initiated the MEAL system and its resourcing requirements; led evaluation design, including commissioning and management of baseline. In addition, she developed all aspects of the accountability mechanisms within the project, including the design and roll-out of reporting and referral pathways for all types of complaints, including child safeguarding, involving the development of organisational policies and procedures on whistleblowing and complaints.

2015 - 2016

Organisational Monitoring, Evaluation and Learning system

Role: Head of Impact and Learning | Client: Build Africa | Location: Global

Zoë's role included the development and delivery of a Monitoring, Evaluation and Learning strategy to improve the quality of MEL across the organisation. A core component of the strategy focused on the design of an organisational MEL system, facilitating the aggregation of results across comparable projects within Build Africa's education and livelihoods portfolio. The organisational MEL system allowed for

assessment of the scope of the programs and achievement of programmatic outcomes, providing aggregated reporting to senior management, and for learning on program design and implementation.

2014

Return on Investment of NWEELIS project (North Western Livelihood Support)

Role: Qualitative lead | Client: Build Africa | Location: Uganda

Zoë had overall responsibility for a mixed methods approach to evaluating the return on investments of a small-scale farmers' project in North Western Uganda, assessing changes in production, productivity and value addition. Technical lead on the qualitative component of the evaluation, including assessment design, instrument development, training of Research Assistants and oversight of data collection.

Education

2006 - 2009

BA (Hons), English and Latin Literature

University of Warwick, UK