

Curriculum Vitae: Jake Lomax

Jake is a systemic change research, strategy and measurement specialist with fourteen years' experience (four in-country) managing development projects and conducting applied and academic research in the occupied Palestinian territory, Kenya, Tanzania, Ethiopia, Indonesia, Bangladesh, Pakistan, Fiji, Nigeria, and Cote d'Ivoire. Jake has a PhD in International Development and an MSc in Research Methods for International Development, both from the University of East Anglia, and a BSc in Management from the University of St Andrews. He developed the Mechanisms of Social Change language for actor-level mapping and measurement of systems. His interests lie in the theory and practice of systemic change, theories of change, conflict-induced displacement and impact assessment. He has experience in mixed-methods research design and implementation, including the management of household surveys and quantitative analysis using Stata, SPSS and R.

Personal Details

Nationality: British
Qualifications: PhD International Development, University of East Anglia, 2014
Thesis: *Wartime Threats and Displacement Decisions: Civilian Self-Protection Strategies in the Battle for Abidjan*
MRes International Development, University of East Anglia, 2010
BSc (Hons) Management, University of St Andrews, 2003
Language Skills: English (mother tongue), French (intermediate)

Current Position

Senior Associate, The Springfield Centre for Business in Development Ltd, UK. The Springfield Centre focuses on economic reform and private sector development. The Centre's main activities include:

- Training: both in the UK and abroad;
- Development projects: mainly medium and long-term partnerships with particular institutions;
- Research: that provides the basis for new programme development;
- Consultancy: specific studies (e.g. project evaluations) undertaken at the request of clients.

Career History

2018 – Present Director, 3sd Research
2017 – Present Senior Associate, Springfield Centre
2014 – 2017 Consultant, Springfield Centre, Durham, UK
2010 – 2014 PhD Researcher and Research Associate, University of East Anglia, Norwich, UK
2009 – 2010 MRes International Development, University of East Anglia, Norwich, UK
2008 – 2009 Researcher and Programme Coordinator, Birzeit University Centre for Development Studies, Ramallah, occupied Palestinian territory
2007 – 2008 Programme Coordinator, Palestine Economic Policy Research Institute, Ramallah, occupied Palestinian territory
2005 – 2005 Project Coordinator, Amani UK, Oyugis, Kenya
2003 – 2005 International Human Resources Development Coordinator, Save the Children, London, UK

Relevant Experience

KENYA: Market Systems Expert, Conflict Prevention and Low-Carbon Development: Opportunities for Building Peace Through Renewable Energy Projects, Stockholm Environment Institute

Market system mapping and identification of key interaction pathways between conflict actions and 'economic' actions in the Lake Turkana Basin. Designed research approach allowing conceptual integration with various workstreams, conducted data collection and drafted briefing note. In collaboration with researchers at SEI, Durham University and Kings College London. [2020]

GLOBAL: Strategy Consultant, CDC, Most effective use of CDC Technical Assistance to support financial institutions in Africa and South Asia

Designing theory-based framework to support best practice in CDC's design of interventions amongst investees and wider market actors. Introduced a basic four-step model that underpins robust processes to maximise chance of success in driving sustainable practice change at scale. Amended the ABC Factors tool for use as part of CDC's actor diagnostic process. [2020]

GLOBAL: Expert Panel, DCED & Springfield Centre, Assessment of Systemic Change

Produced a straightforward Six Step process for systemic change measurement for 3sd Research, which has been integrated by Springfield into standard MSD practice. On this basis, appointed to expert panel to review a DCED/Springfield effort to produce a similar product. [2020]

GLOBAL: Market Systems Expert, Lutheran World Relief, Rural Economies and Agricultural Livelihoods (REAL) Strategy

Review of strategy and production of analytical framework and questions to support operationalisation of the strategy. Using MOSC, an actor level framework for representing and understanding systems, the key steps of MSD were translated into a set of questions and prioritisation exercises to be conducted by country teams seeking to be more systemic in their approach. [2019]

GLOBAL: Researcher, CDC, Most effective use of CDC Technical Assistance to support financial institutions in Africa and South Asia

Development of a framework for assessing what works and how in technical assistance to financial institutions, contributing to the design of CDC's financial institutions strategy and informing the use of CDC Plus funds to attain sustainable and scalable change in the sector. Literature review and interviewing key stakeholders to investigate what explains intervention success and failure. [2019-20]

ETHIOPIA: Market Systems and Climate Resilience Thematic Expert, LTS International, Evaluation of Market Approaches to Resilience (MAR)

Leading the systems side of the design of the realist evaluation through mapping of market systems using the Mechanisms of Social Change framework, and formalising the structure of intervention theory of change to support empirical work. Implemented by Farm Africa and Mercy Corps since 2015, the MAR project has worked across 20 woredas (districts) in the regions of Afar, Somali and SNNPR. The MAR project has taken a systems approach that aims to bring about transformative changes, primarily in the market but also in the ecological and governance systems that underpin the ability of lowland Ethiopian people to cope and manage with climate shocks. [2019]

NEPAL: Market Systems Expert, ITAD, Evaluation of Samarth-NMDP

Lead author of sector summaries for the evaluation in Tourism, Vegetable and Crop Protection. This entailed analysis and mapping of the market systems, interrogation of intervention strategy, breaking down the intervention logic and evaluating the programme results against objectives. All based on review of programme documentation. [2019]

UK: Researcher, 3sd Research, A measurable definition of systemic change

Development and articulation of a set of components of a definition of systemic change that are linked to the actor level. This lays the foundations for a definition of systemic change that can more readily be linked to intervention design and measurement strategies than existing definitions, which use abstract aggregate concepts that lack explicit connection to the actors with whom programmes and evaluators interact. [2019]

ETHIOPIA: Market Systems Expert, Agora Global, Livelihoods Improvement for Women and Youth

Providing strategic advice primarily to the skills sector team on a Sida-funded programme implemented by SNV, Save the Children, MercyCorps and Technoserve. Guidance on diagnostic process, identification of system constraints and strategy development. Provided training on frameworks for analysis of incentives and capacities and how to design interventions that successfully drive behaviour change. [2018-19]

INDONESIA: Consultant, DFAT, Systemic Change in Tertiary Irrigation Case Study, Australia-Indonesia Partnership for Rural Economic Development

Researching and authoring case to frame learning from TIRTA's experience working on the tertiary irrigation system in the Solo River basin in East Java. Analysis of the systemic impacts of TIRTA's work and presentation of actor level characteristics of systemic change, as well as a detailed outline of the process of building towards systemic change. [2018]

INDONESIA: Consultant, DFAT, Scale and Sustainability Case Study, Australia-Indonesia Partnership for Rural Economic Development

Researching and authoring thematic case on how to get interventions to scale and sustainability, based on AIP-R's experience in the maize and pigs sectors in East Java and NTT. Applied Actor Behaviour Change Factors to understanding how constraints to actor-level behaviour change are related to scale and sustainability of system change. [2018]

UK: Researcher, 3sd Research, Actor Behaviour Change Factors

Analysis of the reasons why interventions do or do not reach scale, resulting in a generalisable typology for understanding why behaviour does or does not change. This has implications for intervention strategy and evaluation design. The framework has been integrated into the Springfield Centre's core skills training on how to do market systems development. [2018]

FIJI: Research Specialist, Cardno, Design of Longitudinal Research on Systemic Change for the Market Development Facility

Leading the research design in a project to map comprehensive market systemic change over time in Fiji, and understand the causes of this change. The task involved developing conceptual understanding of the fundamentals of system change, building a research strategy that ties in with DCED standard measurement systems, developing a framework for articulation of comprehensive system vision statements and baseline scenarios, and developing a cost-effective attribution strategy. [2017-21]

UK: Researcher, 3sd Research, Mechanisms of Social Change

Development of a conceptual framework to improve the rigour of actor-based theories of change through application of coherent set of mechanisms that explain, at the micro level, natural and social allocation of resources over time. The framework permits precise and formalised articulation of change mechanisms for the purpose of both monitoring and impact assessment, as well as providing a basis for detailed presentation of the phenomena that comprise complex change-related concepts such as shocks, resilience and vulnerability. [2018]

ETHIOPIA: Technical Adviser, DFID, Assessment of the Economic Opportunities in Refugee-hosting Areas of Ethiopia

Technical adviser in project to analyse opportunities for developing the economy of refugee-hosting areas of Ethiopia and design a planned investment of £25m using the Making Markets Work for the Poor (M4P) approach. Rather than focusing on a limited number of individual refugee livelihoods, this investment aims at growing the economies of refugee-hosting areas, integrating refugees more fully into local markets and reducing refugee-host community tensions where they exist. Undertook constraint diagnostics in and around refugee camps in six market systems. [2016-17]

ETHIOPIA: Consultant, IIRR, Market Strategy Development for ORDA on HARVEST Plus Project

Following engagement with SIDA on application of systemic approaches across their PSD portfolio, contracted by IIRR to provide technical support in market diagnostic process for understanding systemic constraints to growth and access for vegetable farmers in Amhara, and to develop strategic recommendations for the programme in implementing a market systems approach. [2016]

NIGERIA: Consultant, DFID, Monitoring and Results Measurement Support to ENABLE2

Advising on impact evaluation and impact mechanism research for Enhancing Nigerian Advocacy for a Better Business Environment phase II (ENABLE2), which seeks to improve the quality and quantity of business advocacy and Public-Private Dialogue (PPD) in Nigeria, resulting in an improved legislative, policy and regulatory environment for business. Supported development of causal models from policy change to business impact, as well as associated data collection and analytical processes. [2016-17]

UK: Researcher, Springfield Centre, Formalising Results Chains

Formulation of a rigorous language for results chains that removes ambiguity over results chain box content and integrates logical causal mechanisms into the results chain by building on the concepts of incentives and capacity that underlie the systemic change intervention approach. [2016]

TANZANIA: Consultant, Tanzania Gatsby Trust, Cotton Sector Development Programme

Advising on construction of monitoring and evaluation systems, including results chains, questions, assumptions, indicators and methods. Provided input on programme impact evaluation design, including advice on the 2016 annual survey and associated analysis plan. This included rationalising the questionnaire design, outlining the options for sampling approach and interrogating the intervention logic of agricultural practice and input information. [2016]

ETHIOPIA: Consultant, DFID, Independent Evaluation of Private Enterprise Programme Ethiopia PEPE

Contributing to the implementation of an independent evaluation of a large market development programme, specialising in household level survey design and conceptualisation of constraints. This was designed to be the most comprehensive evaluation of an M4P programme that has been attempted to date. It involves an innovative 12 year evaluation developing new methods of evaluating change at the system level together with closer ties between the implementation and evaluation teams and short feedback loops to ensure collaborative development of strategy and measurement in unison. [2014-2017]

ETHIOPIA: Consultant Researcher, DFID, Independent Evaluation of Land Investment for Transformation Programme (LIFT)

Input into questionnaire design for an 11-year evaluation of a pioneering M4P approach to land reform. The programme involves second stage land certification, capacity building of land administration services, and market development activities to capitalise upon these changes to increase investment by the poor in land. [2015]

INDONESIA: Consultant, DFAT, Australia-Indonesia Partnership for Promoting Rural Income through Support for Markets in Agriculture (AIP-PRISMA)

Supervising the design and execution of a two-part research programme on the interventions of AIP-PRISMA, a DFAT funded initiative aimed at being an effective mechanism for embedding M4P in Indonesia. The first research project seeks to understand the nature of poverty and subsector livelihoods within target sectors in Eastern Indonesia in order to improve design and targeting of interventions. The second project investigates the impact of increased incomes following intervention – the ‘impact of impact’ – including longitudinal analysis of changes in consumption, savings etc. Both studies utilise a mix of qualitative and quantitative research methods. [2015-2016]

BANGLADESH: Consultant, SDC/DFID/DANIDA, Maize Sector Study, Katalyst

Researching and authoring sector level case on the learning emerging from Katalyst’s work in Maize. One of three cases to be used by the ground-breaking Katalyst programme and the wider development field to demonstrate systemic impact, the steps and analysis leading to partnership and intervention, and the learning generated by the experience. [2015-2016]

INDONESIA: Consultant, DFAT, Partnership for Indonesia Sustainable Agriculture (PISAGRO)

The Partnership for Indonesia Sustainable Agriculture (PISAgro) is a public-private initiative involving twenty-four large companies and public organisations, which aims to help the Indonesian government address national food security by increasing agricultural production and improving the livelihoods of smallholder farmers. Questionnaire design and analysis for a survey of these member organisations, on behalf of the Strategic Review Panel, to inform an assessment of performance and strategy. [2015]

UK: PhD Researcher, University of East Anglia, Wartime threats and civilian self-protection

A highly-localised mixed-methods research design was used to build detailed contextual understanding and to analyse civilian decision-making when faced with severe direct threat of violence, as well as indirect threats stemming from lack of access and availability to essential goods and services. The thesis concludes that displacement, like other civilian protection strategies, operates in a complex dynamic environment and decisions around how to manage competing threats using scarce protection resources must be understood in context. [2010-2014]

COTE D’IVOIRE: Research Designer, DFID/ESRC, Civilian Agency and Rebel Governance in Civil Wars

On a project forming part of a global programme involving scholars from Yale, IDS and UEA, leading the design and implementation of a mixed-methods research programme on the localised patterns and impacts of violent conflict during the 2010-11 Second Ivorian Civil War. This involved recruiting and training research assistants and enumerators, piloting the survey and designing data entry procedures. Interviews with households and key informants were conducted to build highly localised contextual understanding of conflict actors and dynamics within an area of a few square kilometres around the rebel base. The survey questionnaire was implemented with 715 households, focusing on household displacement decisions and relationships with armed groups. The data gathered represented the first comprehensive intra-household level dataset on displacement. [2012]

GLOBAL: Research Analyst, UEA, Oxfam and OPM, Impact Assessment of Interventions in Emergencies

Contributing analysis and process outline for first analytical phase of a project to establish an approach to the measurement of aid agencies’ interventions in rapid onset emergencies. Coding and analysis of qualitative data. Cleaning and analysis of quantitative data. Draft report and recommendations for the process of data collection for impact assessment in humanitarian emergencies. [2011]

GLOBAL: Consultant, DFID, Systematic Review of Microfinance Impact Assessments

Assisting with successful proposal and subsequent delivery of DFID systematic review of microcredit impact assessments, including literature searches, refinement of exclusion criteria, application of exclusion criteria, and maintenance of process records. [2010]

OCCUPIED PALESTINIAN TERRITORY: Project Manager, World Bank, YouthFutures

Managing a World Bank/EU funded project linking students from four universities with the job market via SMS systems provided by private sector partner. Overall responsibility for \$250,000 budget and three team members. [2008-2009]

OCCUPIED PALESTINIAN TERRITORY: Researcher, UNDP, Conflict-sensitive Development Analysis

Leading the design of the analytical framework for UNDP-funded research on conflict and development in oPt. Conducted interviews and analysed interview & focus-group data on stakeholder views on conflict-sensitive development. [2008]

OCCUPIED PALESTINIAN TERRITORY: Research Analyst, Portland Trust, Economic Policy News Bulletin

Conducting detailed economic analysis to short deadlines in co-writing a monthly economic news bulletin for the Portland Trust. [2007]

KENYA: Project Coordinator, Amani UK

Working alongside local employees of three CBOs funded by Amani UK to establish organisational requirements in improving working between organisations. Designed accounting and communication structures to meet these needs and led their implementation. Created an information management system to improve development aid targeting. Recruited and trained information management team to continue this work. [2005]

Publications

- Lomax, J. (2020). *What is behaviour change? Towards a working typology*. 3rd Research Briefing Paper 4.
- Lomax, J. (2020). *The antidote to systemic change frameworks: six practical steps to assess systemic change (and improve your strategy)*. 3rd Research Briefing Paper 3.
- Lomax, J. (forthcoming). "Market system diagrams, or: How I learned to stop worrying and love the doughnut." *Enterprise Development and Microfinance*.
- Lomax, J. (2019). *Sustainable Change of Market Actors' Behaviour at Scale: Lessons from AIP-Rural*. AIP Rural Learning Series.
- Lomax, J. (2019). *What is Systemic Change? Three components of a measurable definition*. 3rd Research Briefing Paper 2.
- Lomax, J. and Shah, R. (2018). *Unpacking Incentives and Capacities: Factors affecting actor behaviour change*. Springfield Centre Briefing Paper.
- Lomax, J. (2018). *Mechanisms of Social Change: An actor-level framework for understanding behaviour and change*. 3rd Research Briefing Paper 1.
- Lomax, J. & Taylor, B. (2016). *Katalyst's Contribution to Systemic Change: Systemic change in maize*. Katalyst Case Study Number 10.
- Lomax, J. (2016). "Fixes, failures, and facilitation: diagnosing problems and opportunities in health intervention." *Enterprise Development and Microfinance*, 27(1), 37-52.
- Lomax, J. (2015). *Wartime threats and displacement decisions: Civilian self-protection strategies in the Battle for Abidjan*. PhD thesis.

- Lomax, J. (2015). *Invisible Commandos, Visible Violence: Protection and control in the Autonomous Republic of PK18*. Chapter in Bosi, L., O, Pisiou, D. (2015) *Political Violence in Context*. Essex: ECPR press.
- Guichaoua, Y. and Lomax, J. (2013). *Fleeing, Staying Put, Working with Rebel Rulers*. Agency and Governance Policy Brief 3, IDS.
- Lomax, J. (2009). "Economic Peace and Conflict Risks in Palestinian Microfinance." *Microfinance Focus*.

Conference Papers:

- *Time to Split? Socio-economic determinants of displacement decisions in the Battle for Abidjan*, International Development Conference, University of East Anglia, 19-20 September 2013 & Conflict Research Society Conference, University of Essex, 18-19 September 2013
- *Invisible Commandos, Visible Violence: Rebel Governance in the Autonomous Republic of PK18*, Agency and Governance Workshop, Northwestern University, Chicago, 12 September 2013 & European Consortium for Political Research, Sciences Po, Bordeaux, 4-7 September 2013
- *Socio-economic factors in wartime displacement decisions*. Jan Tinbergen European Peace Science Conference, Catholic University of the Sacred Heart, Milan, June 2013
- *Threatening Events: Household-level Violence and Displacement in the Sierra Leone Civil War* The 8th Annual HiCN Workshop on Violent Conflict and Economic Development, Households in Conflict Network and Aix-Marseille School of Economics, Aix-en-Provence, 3-4 December 2012
- *Wartime Displacement Decisions in Sierra Leone*, Development Day Launch, Institute of Development Research and Development Policy, Ruhr-Universität Bochum, Bochum, 13-15 November 2011

Previous Work History

Research Associate, University of East Anglia, Norwich

Various research assistant and associate roles. These included a research impact assessment on DFID policy change, a DFID systematic review of microcredit impact assessments, and the compilation of an electronic database and annotated bibliography of public goods games for use on a PES project in south-west Rwanda. [2009-2014]

Researcher and Project Manager, Birzeit University Centre for Development Studies, Ramallah

Responsibilities included research, project management, input into organisational strategy, programme development, donor relations, proposal writing, budgeting, narrative and financial reporting. [2008-2009]

Programme Coordinator, Palestine Economic Policy Research Institute, Ramallah

Donor liaison and reporting. Coordination of policy research projects from conception to publication. [2007-2008]

Founder and Trustee, TradeRelief, Global

Founded a small organisation providing flexible financing to enable existing micro enterprises to grow and provide sustainable jobs and increased incomes. Recruited volunteer team of financial and development analysts in the UK to manage ongoing work. Operations in Kenya, Uganda and Cote d'Ivoire. [2006-2014]

Financial Adjudicator, Higham Dunnett Shaw, London

Analysis of case histories and making decisions in mortgage endowment complaint cases. [2006-2007]

International Human Resource Development Coordinator, Save the Children UK, London

Coordinated recruitment processes for Darfur response. Supported “fly-back induction programme” for new international staff. Designed IT based system for internal training, enabling team restructure. Supported leadership training events for senior management. *[2003-2005]*

Selected Training Courses Attended

UK: Spearfish Training, Hostile Environment Awareness Training

Three-day residential course on topics including casualty assessment, complex attacks, travel security, comms and tracking, situational awareness and first aid. Included practical scenarios as well as theory. *[November 2017]*

THAILAND: DCED, Results Measurement for Sustainable Private Sector Development

Five day training course on the Donor Committee for Enterprise Development Standard for Results Measurement, including instruction on set up of results measurement systems, projection of impact using results chains, and complementarity between results measurement and impact assessment. *[March 2016]*

UK: Essex Summer School in Social Science Data Analytics, Hierarchical Models

Statistical model development with explicitly defined hierarchies, allowing researchers to account for different structures in the data and provide for the modelling of variation between defined groups. The training covered simple nested linear models, non-nested models, multilevel models with dichotomous outcomes, and multilevel generalized linear models, with a Bayesian perspective on inference, as well as specifying, fitting, and checking multilevel models using R. *[June 2012]*