

Professional Profile

Career Objective

I am passionate about people, research and innovative strategies that bring about social change. I value measurable impact both for individuals and systems. I am committed to the development of children and youth and have over 25 years' experience working in the community and education sectors in Australia and South Africa.

Personal Profile

I am a focused and strategic thinker able to work both independently and as part of a team. I like clear structures and efficient organization. I can manage tight schedules and demanding workloads. With people, I am respectful and curious. I take time to listen to people's stories and experiences and I find it natural to ask good questions that get to the heart of the matter. I am curious and continually open to new learning experiences. I enjoy presenting information that enables others to join me in my learning experiences.

Skills Summary

- Well-developed research skills using quantitative and qualitative methods,
- Analytical skills coupled with creative problem solving
- Familiar with STATA, MS Office, data collection software and file sharing software
- Excellent verbal and written communication, able to be audience specific
- Individual mentoring and team development
- A lifelong learner, able to embrace challenges and adapt

Professional Experience

NGO Management

- Monitoring, Evaluation & Research Specialist, Nal'ibali, Nov 2020-current
I have led the transition of Nal'ibali's data management systems from a people-centered data collection and entry approach to a technology-based approach. I am co-leading the National Reading Survey (n=4000) as well as internal project evaluations and market segmentation research focused on motivating parents and caregivers of children aged 1-6 year to read and tell stories to children. I am responsible for ensuring that analysis and reporting allow us to make data-driven decisions that are in alignment with our strategy and Theory of Change. I lead major research projects and focused project evaluations. I manage a team of 5 staff.
- Program Manager at SAILI, Cape Town Nov 2012- Nov 2020
Management of the High School Scholarship Program for 136 families including administration, fundraising, donor relations, communication with families and school, writing and running workshops including Transition to Tertiary, provision on online career guidance and support via blog and WhatsApp. During my years at SAILI the organization grew in size and impact whilst decreasing in per-unit cost. This was achieved through careful research, monitoring and system data analysis allowing us to provide great value for money to our investors. Longitudinal qualitative research allowed

us to refine our scholarship selection so that selected students maintained their grades. I mentored my assistant to take over this position when I left.

- Expert Consultant to Save the Children, International, ASPIRES Project July 2015-Nov 2016
This contract focuses on supporting at-risk youth beneficiaries to access tertiary. This contract was an opportunity to develop a community intervention based on sector research and best practice experience. I enjoyed the challenge of presenting technical information to community workers in a way that they could understand and supporting them with implementing the program. I was responsible for developing all monitoring tools, collecting the data and reporting on it. Monitoring and evaluation continued for one year beyond the close of the project.
- Program Consultant at Raymond Ackerman Golf Academy, Cape Town, Mar 2014- Nov 2018
Presentation of Life Skills classes including career guidance and study skills on a contractual basis. Ongoing academic monitoring and support. I mentored another staff member to take over this position when I left.
- Director at iKhaya le themba, Cape Town, 2007-2012
Development from start-up and management of a charity to provide psycho-social care to 120 children and families affected by HIV/AIDS in Imizamo Yethu, Cape Town with a staff team of 9. Responsible for developing an operational framework and managing monitoring and evaluation. At iKhaya I acquired a sound understanding of the HIV services sector and a grassroots experience of children infected and affected by HIV.
- Manager at Telopea Family Support, Sydney 2004-2007
Management of a charity providing case management services, individual and group work therapy to 65 families impacted by domestic violence, drug & alcohol use, learning difficulty and disability, sexual assault in Telopea, Sydney with a staff team of 12. Responsible for all operational and program management including monitoring and evaluation. I mentored the playgroup leader to develop management and therapeutic skills and she took over from my position when I left.

Research & Data Analysis

- Doctorate in Psychology 2019-2022
Topic: Closing the Mathematics Achievement Gap: Exploring the applicability of growth mindset in South Africa. *Mixed methods research, adaption of scale developed in the US for use in South Africa via student consultation, data analysis in STATA, design of an intervention delivered on WhatsApp, integration of psychological theories of behaviour change, and program theory of change.*

Publications

Morse, K. (2022). Culture and Context – Developing a Mindset Assessment Tool for Assessing Mathematics Performance Beliefs. *South African Journal of Education (under review)*

Morse, K. (2022). Mathematics Mindsets, Anxiety and Identity – Explaining Mathematics Performance in South Africa. *European Journal of Education and Pedagogy (accepted, pending publication)*

- Master of Sociology by Research 2015-2017
Topic: “You Can be Anything”: Planning for tertiary education, expectations and likely attainment among high school students in Cape Town. *Design, literature review, qualitative and quantitative field work, data collection using Survey CTO, data analysis*

using STATA, report writing, preparation of papers for publishing, presentation of information to various stakeholders.

Publication

Morse, K. (2019). “You can be anything”–Career guidance messages and achievement expectations among Cape Town teenagers. *South African Journal of Education*, 39(4).

- Master of Arts – Psychology & Professional Registration, NSW, Australia 2001-2005
Final MA coursework focus: research, statistics, drug & alcohol counselling and health psychology. Registration process includes core competencies in research, therapeutic program interventions and psychological testing covered in the context of youth development and counselling.
- Research Project Co-ordinator at UnitingCare Burnside, Sydney, Australia 2001
Provision of short-term assistance to non-custodial parents for a 12 month pilot project, including research, analysis, substantial monitoring and evaluation and final report.

Recent Service

IKHAYA LE THEMBA – Hout Bay
Chair of Board 2019-current

JAMES HOUSE – Hout Bay
Board Member 2012-2016

Education

UNIVERSITY OF CAPE TOWN – South Africa
Doctorate in Psychology, 2022
Masters in Sociology, by Research, 2017

UNIVERSITY OF SYDNEY – Sydney, NSW, Australia
Master of Arts – Psychology 1993
Bachelor of Arts- Psychology, Social Policy & Development, 1992

Referees

Dr Colin Tredoux

University of Cape Town – Department of Psychology

Email – Colin.Tredoux@uct.ac.za

Relationship – Colin was my Phd supervisor and has teaching responsibilities in social psychology, psychology, cognitive psychology and statistics.

Katie Huston

Nal’ibali – Head of Research, Impact and Innovation

Email – katie@nalibali.org

Relationship – Katie is my line manager at Nal’ibali. Katie is an experienced nonprofit strategist, facilitator, literacy specialist, researcher and writer.