

*Coordination of monitoring, evaluation and learning for a comprehensive situational analysis of sexual and reproductive health and rights (SRHR) in rural southeastern Madagascar with one of the country's leading sustainable development and conservation NGOs*

## **Monitoring, Evaluation and Learning (MEL) Specialist – Rural SRHR Research Madagascar**

### **Role Description**

#### **Position overview**

Based in the coastal town of Fort Dauphin in the southeast of Madagascar, this post will provide specialist knowledge of MEL to a new project investigating sexual and reproductive health and rights (SRHR), and particularly HIV/AIDS, in rural areas. The successful candidate will work within a combined Malagasy and international team to coordinate and implement an MEL strategy for Project Mitao, an initiative seeking to increase understanding of knowledge, attitudes, practices and beliefs (KAPB), as well as current service infrastructure, related to SRHR and HIV/AIDS in the rural communes of Mahatalaky, Tsanoriha and Sainte Luce. Predominantly office-based in Fort Dauphin, the MEL Specialist will travel regularly to these target communities. This exciting post would suit an early-career MEL specialist seeking essential in-country experience for developing and deploying innovative MEL methods that inform wider SRHR and community health strategies.

**Title:** MEL Specialist

**Timeframe:** 9 months

**Probationary period:** 3 months

**Reporting to:** Head of Project Development, Community Health

**Location:** Fort Dauphin, Madagascar

**Salary:** 1,000,000MGA/month increasing to 1,200,000Ar following probation; £1,000 towards the cost of flights; £400 towards the cost of insurance.

#### **Project background**

Project Mitao (Malagasy for 'Protect Yourself') has been developed to address the community-identified need for improved understanding of SRHR, and particularly HIV/AIDS, due to the perceived prevalence of STIs in rural southeast Madagascar. In partnership with the regional Ministry of Health, rural healthcare providers, schools and wider stakeholders, Project Mitao will complete a situational analysis, assessing current service provision, knowledge and behaviours related to SRHR and HIV/AIDS. This process will include conducting interviews with key informants, as well as focus group discussions and surveys with the youth who are most likely to be affected by these issues, in order to produce a comprehensive picture of the state of SRHR in these areas. Project Mitao will also pilot an SRHR curriculum, based on earlier initiatives, in and out of schools to highlight potential information channels for addressing HIV/AIDS. Based on a participatory action research (PAR) approach, this project will convene regional stakeholders, including government ministries, HIV/AIDS prevention committees and hospital administrators, to develop and drive this research process in order to most effectively fit the local

context while providing the foundation for a long-term strategy for combatting HIV/AIDS and promoting SRHR in some of Madagascar's most at-risk communities.

### **Primary responsibilities**

Coordination of MEL strategies, aligned with a PAR approach, to ensure accordance with project indicators and donor expectations; capacity-building for SEED project staff and local partners to ensure high-quality data collection that aligns with international best practices; support for ongoing project reporting; examination of qualitative and quantitative project data for the completion of a comprehensive situational analysis, as well as complementary reports throughout the project duration, based on this data.

### **Duties and Responsibilities:**

- Oversee the implementation of the MEL strategy that incorporates stakeholder feedback, adapts to local needs and builds on emerging opportunities for future research and SRHR initiatives;
- Ensure that MEL findings are in accordance with indicators for a variety of stakeholders, including donors, community groups and regional and national ministries, throughout project duration;
- Develop certain MEL instruments such as KAPB surveys, as well as adjust existing instruments based on ongoing feedback to maximise effectiveness;
- Conduct literature reviews on SRHR best practices and initiatives in other international settings to support ground-level research;
- Analyse data on SRHR KAPB, current service provision and healthcare gaps from qualitative and quantitative sources, including key informant interviews, focus group discussions, KAPB surveys and curriculum pilot surveys;
- Integrating results into regular project reports, including an initial baseline report, to be disseminated to donors and other stakeholders;
- Manage databases of all project findings in line with MEL best practices;
- Analyse and consolidate disseminate findings into a comprehensive situational analysis, which will present the state of SRHR and HIV/AIDS in these rural areas and highlight opportunities for future initiatives;
- Attend roundtable discussions with stakeholders, which will serve as an opportunity for presenting and discussing ongoing research findings and planning future research strategies, in line with international best practice and emerging local needs;
- Lead the implementation of the Open Data Kit (ODK) platform in data collection processes when feasible;
- Provide capacity-building for SEED staff and local partners in using ODK technology and deploying research methods in accordance with established ethics standards, ensuring quality of project data while promoting a sustainable MEL approach of the broader organisation;

- Work closely with the staff in other community health projects to exchange information and provide mutual support;
- Any other tasks that the Head of Project Development, Community Health deems necessary within the broad outline of the role.

**Person specification:**

- Master's degree in Community Health, International Development, Research Methods or related field;
- Experience of working/volunteering internationally in a research or MEL capacity; SRHR or related community health capacity desirable;
- Experience in the design, development and implementation of MEL frameworks for international development and/or community health sectors, including for quantitative and qualitative data;
- Experience in participatory approaches to MEL is desirable;
- Experience using STATA or similar statistical analysis software is desirable;
- Experience using data collection platforms such as ODK is desirable;
- Clear demonstrable understanding of research ethics;
- Ability to work with staff and partners to implement MEL systems, and to build capacity across cultures;
- Demonstrable experience of information analysis and report writing, and ability to align these to KPIs;
- Have the ability and desire to work with teams from different economic and cultural backgrounds and across multiple language barriers;
- Have excellent communication skills, including a sound ability to adapt material for different audiences and across sensitive topics such as sexual behaviours;
- Be able to work both independently and as part of a multicultural and multilingual team;
- Have passion and motivation for the work and to enthuse staff and volunteers;
- Demonstrate an understanding of and commitment to SEED's ethos and approach and be a good ambassador for SEED at all times
- Demonstrate proven ability to recognise and appropriately deal with challenging situations;
- Demonstrate an awareness of and comfort with increased social and professional responsibility, working at all times with cultural sensitivity and respect'
- Demonstrate the ability, social skills and confidence to give clear guidance and support to other members of the team in respect of the philosophy and procedures of SEED in order to protect both their safety and the reputation of the NGO;
- Be able to work to and advocate for all of SEEDs policies and procedures, safeguarding those that SEED works with and reporting any concerns appropriately;
- Be punctual and be able to work to tight deadlines in an organised manner and to a high standard;

- Have a flexible and patient attitude;
- Have excellent problem-solving skills;
- Knowledge of or willingness to learn French and/or Malagasy is desirable.

**Practicalities**

The successful candidate will need to bring their own laptop computer (non-tablet).

**Application procedure:**

Interested applicants should send a CV and covering letter outlining how their skills and experience match the requirements in the role description criteria and detailing why they wish to be considered for this post to Lisa Bass by email on [Lisa@seedmadagascar.org](mailto:Lisa@seedmadagascar.org). Applications will be reviewed on an ongoing basis until the position is filled. Long-listed applicants will have an initial informal chat with Madagascar based staff and short listed applicants will then be offered a face-to-face interview with the London team in person. More information on the work of SEED can be found at [www.madagascar.co.uk](http://www.madagascar.co.uk) .