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Senior Monitoring, Evaluation and Learning (MEL) Officer - Madagascar

Position Overview

Based in the coastal town of Fort Dauphin in the southeast of Madagascar, this post will lead on the provision of Monitoring, Evaluation and Learning (MEL) support and advice to multiple projects across the thematic areas of sustainable livelihoods, education infrastructure, water, sanitation, and hygiene (WASH), conservation programmes, with specific focus on Community Health Projects. These will likely include projects on sexual and reproductive health and rights, maternal and child health and emergency food distribution. The successful candidate will work within a combined National and International staff team to refine, develop and lead MEL processes across the organisation. Predominantly office-based in Fort-Dauphin, the MEL Officer will travel occasionally to visit project sites. This exciting post would suit an early-career MEL Officer seeking in-country experience for developing and managing MEL systems.

Location: Fort Dauphin, Anosy Region, Madagascar

Contract duration: 12 months, with the possibility of extension

Probationary period: 3 months

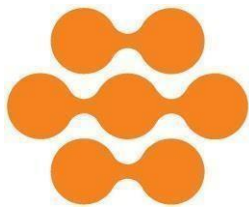
Contract: Local stipend towards living expenses; £1,200 contribution to flight; £650 contribution to insurance

Primary Responsibilities

Coordination and oversight of MEL procedures and strategies to ensure progress toward project outcomes on select projects; refinement and development of MEL systems and tools for select community health projects and for projects within the broader organisation; completion of reports, papers and other documents analysing data and summarising findings and support on project reporting; capacity-building for SEED staff and local partners to ensure high-quality MEL that aligns with international standards and best practice.

Duties and Responsibilities

1. Lead the design and implementation of rigorous MEL procedures and strategies for select projects and organisational initiatives that incorporates stakeholder feedback, adapt to local needs, and support high-quality implementation in line with ongoing and emerging initiatives.
2. Develop, adapt and support the usage of MEL tools, such as knowledge, attitude, and practice surveys, and focus group discussion guides to maximise effective data collection.
3. Support the adaptation of technical information/evidence/MEL findings into audience appropriate formats, for internal and external dissemination which informs future programming and project development.
4. Oversee data collection, cleansing, management and analysis of data from a range of sources to determine progress towards results for a range of projects.



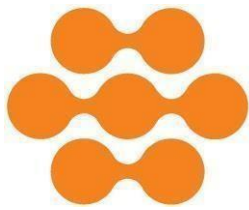
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5. Coordinate the implementation of MEL tools, particularly using the Kobo toolkit, across the organisation
6. Support the Heads of Programmes to formulate future research strategy, ensuring project MEL captures data adhering to international development indicators.
7. Identify technical needs and the resources required for successful MEL and make appropriate recommendations given locational and budgetary limitations.
8. Lead on MEL-related capacity-building for SEED staff and local partners, including providing tailored advice to the Programmes/Implementation team to support MEL procedures, from the development of MEL tools, to analysis and dissemination of findings to support use.
9. Ensuring quality of project data while promoting a sustainable MEL approach across the organisation, including providing advice and support on strategic direction of MEL at SEED.
10. Support cross-learning between departments, including leading cross-programmatic MEL processes.
11. Ensure all of SEED's policies and procedures are evident throughout the work of the department, including those for safeguarding, whistleblowing and anti-corruption, and undertake continual training to ensure these are promoted at all times.
12. Other tasks within the broad outline of the role to support the development of MEL capacity across SEED, agreed in partnership with the Heads of Programmes.

Person specification

- Master's degree in International Development, Research Methods, Statistics, or related field.
- 2-3 years of professional in Monitoring, Evaluation and Learning.
- Experience in the design, refinement, development and implementation of MEL frameworks for international development and/or community health sectors.
- Experience leading Results-Based Management approaches, including logframe development and refinement (essential). Experience with participatory approaches to MEL is desirable.
- Experience leading MEL-related capacity-building and cross-learning initiatives.
- Clear, demonstrable understanding of research ethics.
- Demonstrable experience of coordinating and undertaking data collection and analysis, for both qualitative and quantitative data, including proficiency in Excel. Experience using STATA, SPSS or R is desirable.
- Experience managing, designing and uploading forms on data collection platforms, such as Kobo, Open Data Kit, or SurveyCTO.
- Strong ability and desire to work independently and within teams from different economic and cultural backgrounds and across multiple language barriers, and to build capacity across cultures.
- Strong ability to provide leadership and mentorship to direct reports, and others within the organisation.
- Demonstrate an understanding of and commitment to SEED's ethos and approach and be a good ambassador for SEED at all times.



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- 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.
- A flexible and patient attitude, with excellent problem-solving skills.
- Excellent communication skills, including a sound ability to adapt material for different audiences.
- Fluency in English required, knowledge of French and or Malagasy is desirable.

About the organisation

SEED Madagascar is a British Charity working in partnership with communities in southeast Madagascar. We integrate high quality community health, sustainable livelihoods, education infrastructure, water, sanitation, and hygiene (WASH), and conservation programmes to support long term, sustainable change and add to international best practice through research and publication across all of our programmatic areas.

Application procedure

Interested applicants should send a CV and covering letter in English outlining how their skills and experience match the requirements in the job description criteria and why they wish to work with SEED to the Director of Programmes and Operations, Lisa Bass by email on lisa@seedmadagascar.org

Applications deadline: Applications will be reviewed on an ongoing basis until a suitable applicant is found. There will be an initial exercise after which long-listed applicants will have an informal interview with Madagascar-based staff. Short-listed applicants will then be offered an interview with the UK team.

Please note: AI generated cover letters and recruitment exercises will not be processed.

SEED Madagascar actively encourages equality, diversity, and inclusion in the workplace and aims to create a working environment free of bullying, harassment, victimisation, and unlawful discrimination, where individual differences and the contributions of all staff are recognised and valued.