

## Monitoring, Evaluation, and Learning Director

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Company: FHI 360

Location: Kampala

Category: other-general

FHI 360 is seeking candidates to serve as Monitoring, Evaluation, and Learning (MEL) Director for anticipated projects that will be funded by international donors such as USAID or FCDO in Uganda. Reporting to the Project Director, the MEL Director will design, implement, and oversee all M&E, adaptive management, research and knowledge management functions for the project. The position holder will manage the project's MEL Plan and related indicators; manage systems for data collection, quality assurance, analysis and dissemination that align with existing host government HMIS and data systems, including DHIS2 and mTRAC; track progress against project targets; and build capacity at national, regional and district levels in HMIS, MEL and particularly data visualization and use for decision-making and adaptive management. The MEL Director will oversee all CLA activities and ensure that appropriate methodologies are used to test and improve program interventions, relevant data of sufficient quality are available in a timely manner, and findings are disseminated and inform planning and implementation efforts at multiple levels within the Activity and with external stakeholders. The MEL Director will regularly present data to the project Senior Management Teams, GoU, the donor and implementing partners and produce MEL reports according to donor requirements. The position will be based in Kampala, Uganda. Recruitment is contingent upon successful award of the project and the selection of the final applicant is subject to donor approval.

### **Job Summary/Responsibilities:**

Provide leadership in the routine collection, management, and use of family health data for adaptive management, resource optimization, quality improvement and learning.

Oversees family health (reproductive, maternal newborn, child health, family planning, nutrition, and health systems strengthening) MEL activities.

Develops and directly contributes to the development and implementation of the family health component of MEL plan, tools and systems and oversees the implementation and integration of a Collaborating, Learning and Adapting (CLA) approach to collect, interpret, and apply data and project learning that demonstrates impact and project accountability and progress, and informs adaptation of project activities.

Develops and supports the design and implementation of high-quality quantitative and qualitative surveys and participatory methodologies to monitor program quality for performance and results.

Promotes dissemination and use of lessons learned by the project team and partners.

Provides training to staff and primary stakeholders on the MEL plan and tools.

Conduct data collection and verification and contribute project performance and data reports as required.

Oversees capacity development activities on MEL topics, including the development of relevant workshop materials, development of MEL guides and direct technical support to grantees on MEL.

Performs other duties as assigned.

**Qualifications:**

Master's Degree or higher in medicine, public health, health management, social science, or a related field required.

Minimum of 12+ years of experience working on MEL for donor-funded health projects, preferably those involving health systems strengthening, capacity strengthening and/or addressing RMNCH and nutrition priorities.

Knowledgeable on reporting procedures, best practices, guidelines, and tools for MEL of health projects.

Strong writing and organizational skills for monitoring and reporting on program and study

results.

Strong communication abilities, including communication with both technical and non-technical audiences.

Strong written and verbal communication skills in English.

Excellent health data analytical skills coupled with proven ability in using data innovative data presentation visuals like graphs, charts, maps, and GIS.

Excellent ability in navigating and using host government data systems like mTRAC and DHIS2 for reporting or analysis.

Excellent ability to articulate oral and written technical information clearly and effectively to both technical and non-technical audiences; and

Demonstrated experience in successfully moving analysis, evaluation, and research findings to program actions.

Proven experience working with and building the capacity of Ministries of Health (MoH) and understanding of MoH systems at national and sub-national levels.

Demonstrated leadership skills and the ability to work collaboratively with implementing partners, donors and host country partners and stakeholders.

Working knowledge of and experience with donor-funded program management, policies, regulations, and procedures.

Ugandan nationals/residents encouraged to apply.

This job posting summarizes the main duties of the job. It neither prescribes nor restricts the exact tasks that may be assigned to carry out these duties. This document should not be construed in any way to represent a contract of employment. Management reserves the right to review and revise this document at any time.

FHI 360 is an equal opportunity and affirmative action employer whereby we do not engage in practices that discriminate against any person employed or seeking employment based on race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, age, marital status, physical or mental disability, protected Veteran status, or any other

characteristic protected under applicable law.

Our values and commitments to safeguarding:FHI 360 is committed to preventing any type of abuse, exploitation and harassment in our work environments and programs, including sexual abuse, exploitation and harassment. FHI 360 takes steps to safeguard the welfare of everyone who engages with our organization and programs and requires that all personnel, including staff members and volunteers, share this commitment and sign our code of conduct. All offers of employment will be subject to appropriate screening checks, including reference, criminal record and terrorism finance checks. FHI 360 also participates in the Inter-Agency Misconduct Disclosure Scheme (MDS), facilitated by the Steering Committee for Humanitarian Response. In line with the MDS, we will request information from job applicants' previous employers about any substantiated findings of sexual abuse, exploitation and/or harassment during the applicant's tenure with previous employers. By applying, job applicants confirm their understanding of these recruitment procedures and consent to these screening checks.

FHI 360 will consider for employment all qualified applicants, including those with criminal histories, in a manner consistent with the requirements of applicable state and local laws.

**FHI 360 will never ask you for your career site username or password, and we will never request money, goods or services during the application, recruitment or employment process. If you have questions or concerns about correspondence from us, please email <**

FHI 360 fosters the strength and health of its workforce through a competitive benefits package, professional development and policies and programs that support a healthy work/life balance. Join our global workforce to make a positive difference for others — and yourself.

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