

Performance Metrics Manager, Uganda

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Company: Educate!

Location: Uganda

Category: other-general

Position Overview Do you have a passion for making a difference in the lives of young people? Are you excited by the power of data-driven design to improve educational products? Educate!, a fast-growing and award-winning social enterprise, is seeking a Performance Metrics Manager, Uganda to join our ambitious and cross functional Performance Metrics team. Are you our ideal candidate? You are a master coordinator and exceptional project manager. You are a strong people manager. You are a systems and process builder. Have great analytical and data driven Skills. Have strong communication and interpersonal skills. Sound like you or someone you know? Read below, visit our careers page to learn more about Educate!, About Educate! Africa has the world's youngest and fastest-growing population. By , the continent is poised to contribute more people to the global workforce each year than the rest of the world combined. At Educate! we're obsessed with impact. We leverage iterative learning to build highly scalable youth employment solutions aimed at unlocking the potential of the world's youngest continent. Educate! prepares youth in Africa learn, earn and thrive in today's economy by: 1) introducing an employment-focused school subject into secondary, and 2) delivering livelihood bootcamps for out-of-school youth, with a focus on marginalized rural girls and young women. To date, more than , youth have been meaningfully impacted across Uganda, Rwanda, and Kenya, and along the way, Educate! has become the largest youth employment and skills provider in East Africa. Educate! is a team of over largely African staff and volunteer youth mentors. We prioritize building an engaging, fulfilling and growth oriented work environment. 50% of our top 30 leaders have been with us for over 5 years, 10+ alumni have

started their own organizations and 6 current or former team members were Acumen Fund East Africa fellows. We have been backed by top foundations such as Imaginable Futures, Big Bang Philanthropy, #startsmall, Generation Unlimited, CIFF and Echidna Giving. Educate! won a Klaus J. Jacobs Prize and a WISE Award, and has been highlighted by the World Bank's S4YE's Impact Portfolio, an Al Jazeera documentary, BBC, The Brookings Institution as one of 14 case studies on scaling education, and the Gates Foundation as a Goalkeepers Accelerator. In , we received a catalytic investment from philanthropist Mackenzie Scott to scale our systems change work. Educate!'s long-term vision is to design solutions that measurably impact millions of youth across Africa each year. By , we aim to scale our annual reach by 4x and measurably impact over , new youth.

Performance Objectives Uganda Performance Metrics Team Management: 40% Support the Head of Performance Metrics to develop quarterly Objectives and Key Results (OKRs) for Uganda performance metrics Team and ensure their effective execution. Work with Uganda Performance metrics Coordinators to develop monthly work plans based on quarterly OKRs . Manage Uganda performance Metrics Team on their weekly tasks, to ensure efficient, accurate, and high quality performance metrics system management and reporting. Support Uganda performance Metrics Team on professional development. Design and execute periodic training on skills, software, systems, and processes that improve the quality of our performance metrics systems.

Performance Metrics System Oversight (Efficiency and Scale Products): 40% Ensure performance metrics systems for Uganda products are operating as designed. Ensure proper collaboration with the impact unit team during performance metrics systems development and that performance metrics data respond to the major learning questions of the Uganda products. Ensure the team's feedback is properly incorporated into data collection tools, data collection processes, team training, data analysis and reporting. Ensure accurate compilation and timely publication of performance metrics reports, as well as the timely and accurate maintenance of the dashboards for the Uganda products. Support the Uganda Team to develop performance metrics systems for early stage products. Develop and roll out the strategies to reinforce Team's data use culture.

Function Build Support: 10% Support Head of performance metrics to develop performance metrics systems standards and processes. Ensure that Uganda Performance Metrics Team are aware and use the developed standards and processes that support the development and execution of quality performance metrics systems. Work with Head of Performance metrics to create and execute the onboarding plans for new performance metric staff based in Uganda, facilitate orientation to performance metric data

system, documentation and tools. Evaluation, Research, and Measurement Support: 10% Support the Evaluation Function to plan logistics and execute evaluations, when needed, and to ensure performance metrics data is used in evaluation/research. Conduct deeper analyses of performance metrics and monitoring data, as needed and requested by Programs and Design teams. Support product teams in early stages on designing data collection and reporting systems to answer learning questions. Develop and implement minimum viable data systems for product models in validation, to support product teams in learning. Qualifications: Dynamic experience highly preferred, with demonstrated ability to operate well in complex and fast-changing environments. A minimum of 5 years of professional experience in Monitoring and Evaluation (M&E) with a strong emphasis on research within Non-Governmental Organizations (NGOs) or Social Enterprises. Proficient in utilizing program delivery and data collection platforms such as SurveyCTO, USSD, SMS, WhatsApp via tools like Textit, alongside MS Office applications (Word, Excel, PowerPoint), etc. Demonstrated expertise in data analysis tools, including Statistical software (Stata, SPSS, etc.), Online & Offline Excel, and Programming Languages (R, Python, etc.). Outstanding analytical capabilities coupled with adept report writing skills, encompassing experience in data visualization software like Tableau, Looker Studio, and/or Power BI. Experience managing medium to large-size teams and balancing multiple priorities. Financial integrity and budget management experience. Preferred experience in constructing data systems aligned with program specifications, theories of change, and program management standards. Proven track record of effectively working with diverse stakeholders and managing multiple priorities concurrently. Passion for Educate!'s mission is a must, but past work in education or youth development is not required. We value diverse perspectives and encourage applications from people with a variety of backgrounds. Fits our Five Cultural Tenets (see What is Educate! About? below); Learn more by looking at Educate!'s culture deck here. Terms: Compensation will be competitive and commensurate with experience. Benefits include medical insurance. This position will be based in Uganda. What Is Educate! About? We're ambitious. Are you? Educate! is growing fast, so new opportunities are opening up and expanding all the time. We're inspired by people with drive, and we love to help them reach their full potential. We expect everyone at Educate! to contribute above and beyond their job description, grow their skills, and advance their careers, and we are committed to supporting our staff members on that journey of their careers, and we are committed to supporting our staff members on that journey. We put Youth First, Impact-Obsessed - We

never forget that Educate! exists to impact youth. We are purpose-driven. We obsess over impact daily and if it doesn't lead to impact, we want nothing to do with it. We prioritize interacting with and listening to youth. We design and manage the organization to ensure every dollar creates transformative experiences that youth value. We Exceed Expectations - We take pride in going above and beyond to achieve the best results. When we know what needs to be done, we do it. We don't wait to be asked and we don't stop at what is asked of us. We look for solutions as much as we identify problems. We Are Always Learning - We are committed to seeking and applying new knowledge and ideas. We stay open-minded. We know there is always another way and we are excited to learn about it. We continuously look for resources of all kinds from multiple disciplines. We try new things, experiment, grow, and improve. We invest in learning for ourselves and our teams. We are One Team, Many Views - We say what we think while treating each other well. We believe that all people have the same inherent value and that diverse ideas and open dialogue fuel excellence. We constantly strive to create an environment where everyone can and does express themselves freely. We support and respect each other as people and colleagues. We act as one team: We prioritize the organization's mission and goals over team or individual goals. We have the Startup Mindset - We will always keep innovating to grow our impact. We aspire to be game-changing. We never think "we have arrived" or "we're done." We question the status quo in our industry. We move fast and embrace change to move towards our long-term vision. We're not afraid of failure. We interrogate anything that slows us down.

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