



Join AWARD and make a difference!

Senior Manager, Monitoring, Evaluation and Learning (ME&L) Readvertisement (Ref. No.202514)

About our organization:

African Women in Agricultural Research and Development (AWARD) envisions transformative change toward gender-responsive solutions that will catalyze lasting impact for equitable agri-food systems for women and men smallholders. We are investing in women's leadership to foster equality in AR4D, equipping AR4D professionals to integrate gender in their work, strengthening institutions to adopt gender-responsive policies and practices, and impacting the enabling environment to enhance gender responsiveness. AWARD is hosted by World Agroforestry (ICRAF), a member of the CGIAR that is headquartered on United Nations Avenue, Nairobi, Kenya.

We invite you to learn more about AWARD and World Agroforestry by accessing our web sites www.awardfellowships.org and <http://worldagroforestry.org/>.

AWARD is looking for a:

Senior Manager, Monitoring, Evaluation and Learning (ME&L)

The **Senior Manager Monitoring, Evaluation and Learning (ME&L)** will be a compelling leader and leading expert in the field of evaluation, able to foster and steer high quality initiatives at AWARD. He/she shall oversee the monitoring, progress review and assessment of Outcomes for AWARD interventions and activities. He/she will work closely with the Programs, Training and Communications Units at AWARD to provide technical support on knowledge generation and dissemination of best practices. The **Senior Manager ME&L** will develop and manage ME&L plans, shape the learning agenda, design frameworks, tools, and/or toolkits and coordinate the implementation of ME&L systems to track progress on the achievement of outcomes and impact. He/she will also advise on the program/project's overall approach and support the design, planning, implementation and reporting on various projects/programs while also supporting the development of strategic partnerships and collaborative relationships.

Primary Duties and Responsibilities

Under the supervision of the Director AWARD, the Senior Manager ME&L will lead the generation, compilation, analysis, and dissemination of evidence and knowledge to increase AWARD's visibility in the agricultural development space and AWARD's influence of the social, gender-responsive and economic agenda in Africa's agriculture.

More specifically, the **Senior Manager, ME&L** will:

- Lead the development, management and updating of AWARD ME&L tools, strategy/frameworks and systems;
- Coordinate the design, implementation and reporting of ME&L activities under the different AWARD initiatives and programs to track outcomes and impact;
- Integrate gender into AWARD ME&L systems and ensure the application of gender-responsive data collection and analysis methods;
- Provide technical backstopping for project/program's progress tracking;
- Review and advise on project/program's overall approach and adjustments, and prepare regular and ad hoc updates;
- Lead the development of gender-responsive indicators and ensure sex and age -disaggregated data is regularly generated, compiled, analysed and adequate recommendations are formulated;
- Support the implementation of quality assurance and control protocols and ensure internal consistency and validity of project/program's monitoring checks to enable improved capturing and narration of programmatic results and impact;
- Contribute to technical donor reporting using appropriate formats;
- Contribute to proposal development and grants' negotiations including design of high quality ME&L inputs, to ensure successful proposals;
- Contribute to the review of existing grants' overall performance and indicators against achieved cumulative results and make useful recommendations for performance improvement;
- Facilitate inclusive and gender-responsive MEL and research approaches, processes, data and findings through capacity development of AWARD staff, and periodic meetings with partners and stakeholders;
- Coordinate the dissemination of findings/lessons learnt/best practices internally and externally through seminars, international conferences and other relevant forums;
- Supervise and coordinate unit staff members and consultants, including coaching and mentoring others in the unit and overall team;
- Serve as a member of the Senior management and support the strategy design, identification of strategic partnerships in the agricultural research and development sectors;
- Perform any other tasks as assigned.

Person specification

The ideal candidate for the role of **Senior Manager ME&L (Monitoring, Evaluation and Learning)** should demonstrate the following qualifications, skills, knowledge and experience:

Education

- Master's degree or higher in a relevant field such as Monitoring and Evaluation, Development Studies, Social Sciences, or related disciplines.

Knowledge and experience

- Relevant work experience in international agricultural sector of at least **10 years**, with not less than 5 years in a management role for ME&L;

- Experience working in various countries on the African continent in the development/agricultural sector.
- Extensive knowledge of gender and social inclusion analysis frameworks and in integrating gender into ME&L systems, including the identification of indicators to track gender specific outcomes and results;
- Demonstrated understanding of gender considerations in agriculture, social and policy-related issues, and opportunities for Africa's agricultural development;
- Sound expertise in Monitoring and Evaluation and Reporting of international donor-funded programs/initiatives;
- Extensive knowledge of gender-responsive ME&L concepts/systems/approaches, research design, data management, quality assurance and control procedures;
- Experience in developing different project/program logic tools such as the Theory of Change, Logical framework and Results framework
- Ability to establish goals and priorities, to plan, coordinate and effectively monitor tasks, milestones and target achievements;
- Sound experience in technical/donor reporting, knowledge management, capacity building and facilitation;
- Track record of published ME&L studies/reports and information products and dissemination to various audiences;
- Ability to forge and maintain effective working relationships with staff members, partners and stakeholders;
- Excellent command of the English Language, knowledge of French language is an added advantage;
- Ability to work independently and proactively as a team member; and
- Ability to understand expectations, work with competing deadlines and strong commitment to personal and organizational accountability.

Personal skills and competencies

- Highly developed skills for leadership, communication and accountability;
- Excellent conceptual, analytical and innovative problem-solving skills;
- Proactive, creative, self-motivator, detail-oriented and results-driven;
- Time management skills, flexibility and agility;
- Strong organisational and relational skills;
- Digitally savvy with a demonstrated affinity for electronic systems, analytical software packages and other online tools;
- Sound ability for staff management and support, coaching and mentoring;
- Excellent interpersonal skills including listening, maturity and energy;
- Good work ethics and sensitivity to different socio-cultural backgrounds; and
- Excellent written and verbal skills as well as the ability to learn from and teach others.

Terms and conditions

- This is a Globally Recruited Staff (GRS) position. ICRAF offers competitive remuneration in USD currency, commensurate with skills and experience.

- The appointment will be for a **period of 2 years**, inclusive of a **6-month** probationary period, with the possibility of extension contingent upon performance, continued relevance of the position and available resources.
- Previous applicants need not apply as we have your application in our database
- The duty station will be in **Nairobi, Kenya**.

Application process

Go to <http://worldagroforestry.org/working-for-icraf/vacancies>

- Applications will be considered on a rolling basis until a suitable candidate is selected.
- CV and Cover Letter should be in PDF and Labelled with the applicants First and Second Names.
- We will acknowledge all applications but will only contact short-listed candidates.

CIFOR-ICRAF is an equal opportunity employer. Staff diversity contributes to excellence.