

Monitoring, Evaluation, Research, and Learning (MERL) Manager, USAID/Benin's Northern Economic Livelihoods for Youth (NELY) activity

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Company: DT Global

Location: Benin City

Category: other-general

Position Summary

DT Global seeks a highly motivated and experienced individual interested in serving as the Monitoring, Evaluation, Research, and Learning (MERL) Manager for the anticipated USAID/Benin's Northern Economic Livelihoods for Youth (NELY) activity. The purpose of this program is to improve economic livelihoods for rural and urban youth and women in violent extremist (VE) moderate and high-risk areas in the north of Benin. The MERL Manager will be responsible for day-to-day oversight and management of project MEL staff, as well as ensuring consistent, learning, knowledge sharing and results coordination throughout program. The MERL Manager will serve as a technical resource for other program staff, including training and mentoring in activity-level MEL procedures and standards, providing quality control, and managing key MEL activities. This position will be based in Cotonou, Benin, and the successful applicant must be willing to travel to other provinces as required. Please note this position is contingent upon donor funding and the award of the contract to DT Global.

Primary Responsibilities:

Lead the project's MEL, research and knowledge management efforts, ensuring that lessons learned are not only documented, but utilized to inform adaptive management approaches and build on program success.

Design and develop the project's MERL systems including establishing a learning agenda,

refining indicators, setting targets for all indicators, planning of all necessary data collection and analysis.

Support data analysis and data use to promote evidence-based programming and provide timely feedback in relation to project targets, work plan activities and objectives, and address gaps in programming.

Support colleagues on activity-level MEL efforts, ensuring quality and consistency across activities.

Travel to field sites to conduct MEL activities, training, key informant interviews and focus group discussions, for staff and partners.

Support the COP and DCOP in report writing and in responding to any information requests from USAID, the larger USG, or other donors to ensure collaboration and knowledge sharing.

Lead and coordinate regular assessments for performance indicators, and share findings and lessons learned to develop best practices, both for project staff and local partners.

Train staff on MEL systems, indicators, data collection, and quality assurance.

Education & Minimum Qualifications:

Bachelor's Degree in statistics or related field required.

Minimum seven years' experience required; MEL for conflict and violence prevention, peacebuilding, and/or related programming strongly preferred.

Experience managing and executing MERL activities for donor-funded programs, including experience leading MERL teams in large international development programs and prior experience conducting quantitative and qualitative research in field-based positions.

Demonstrated ability to analyze and synthesize information both orally and in writing.

Strong problem-solving and decision-making skills.

Remote management experience preferred.

Proficiency with software such as Microsoft Word, Excel, and Access; familiarity with

qualitative software is highly desired.

Deep understanding of MEL tools and ways to utilize data for decision-making.

Fluency in USAID's policies and procedures concerning human resources, financial management, financial reporting, procurement processes, systems, and grant management.

Experience working in francophone West Africa required; experience working in Benin preferred.

Written and oral fluency in English and French.

Core Competencies:

TEAMWORK: Works cooperatively and effectively with others to achieve common goals.

Participates in building a culture characterized by inclusion, trust and commitment.

COMMUNICATION: Effectively conveys information and expresses thoughts professionally. Demonstrates effective use of listening skills and displays openness to other people's ideas and thoughts.

ADAPTABILITY: Adjusts planned work by gathering relevant information and applying critical thinking to address multiple demands and competing priorities in a changing environment.

CUSTOMER/CLIENT FOCUSED: Anticipates, monitors and meets the needs of customers and responds to them in an appropriate and responsive manner.

DIVERSITY AND INCLUSION: Conveys respect for diverse individuals and perspectives; models inclusive behavior and treats everyone fairly.

PROFESSIONALISM: Displays appropriate and ethical behavior, integrity and personal presentation in the workplace always; demonstrates respectful communication for others, both verbal and non-verbal.

We thank all applicants for their interest. Only short-listed candidates will be contacted.

is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, veteran status, gender identity, or national origin. DT Global prohibits discriminating against employees and job applicants who inquire about, discuss, or disclose the compensation of the employee or applicant or another employee or applicant.

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