

VACANCY ADVERTISEMENT – MERL LEAD

Equal Access International (EAI) is an international not-for-profit organization working in several countries in Africa and Asia. With a regional office in Nairobi, we have implemented programmes in Kenya, Somalia, Ethiopia, Tanzania and Djibouti.

EAI creates customized communications strategies and outreach solutions that address some of the most critical challenges affecting people in the developing world in the areas of peace-building and transforming extremism; championing gender equality and women's empowerment; and governance and civic participation. We help communities around the world drive sustainable and transformative change through our proven participatory media, technology, and outreach model. By designing solutions with communities, our programming is locally-owned and culturally resonant. We build communication ecosystems that take root and thrive, create platforms that elevate marginalized voices, and build locally-led movements that shift power, inspire normative change and promote creative, positive, and innovative solutions to social issues.

PROJECT OVERVIEW

Nabadgelinta Soomaaliya (also known as 'Nabadgelinta') works with both security and justice providers, and the people they serve, to help create a safer, stronger Somalia. The programme recognises the critical role that improved safety, security and access to justice has in establishing the foundations to lasting peace and political settlements in Somalia. The period of performance of the project is from July 1, 2023, to March 31, 2026. *Nabadgelinta* will support Somalis to identify and articulate the challenges they face in accessing security and justice and to develop joint solutions that lead to visible, practical change in their experience and trust in the security and justice systems. Through approaches that enable informed and inclusive dialogue and negotiation, the programme seeks to transform how individuals, communities and institutions in Somalia can work together to create fairer, more efficient, and more accountable systems for security and justice.

JOB TITLE

MERL Lead

WORK LOCATION

Nairobi/Mogadishu

POSITION SUMMARY

The MERL Lead will be responsible for leading the implementation of monitoring and evaluation activities and information system to track project delivery against its performance management plan. The MERL Lead will be in charge of producing timely, high quality M&E data, reports with the purpose of evaluating project outputs, outcomes, guiding management decisions and adjustments to project activities. The MERL Lead will be responsible for developing/adapting data collection tools, protocols, and standard procedures to ensure that data is gathered in a technically sound manner compliant with EAI data quality standards. The MERL Manager is also responsible for data management, quality assurance, analysis, and production of evaluation reports.

This position reports to the Technical Director based in Nairobi, Kenya.

KEY RESPONSIBILITIES

- Implementation of project MERL system, and eventual changes in its design, in consultation with the COP and technical/implementation team.
- Review and revise/update existing project monitoring and evaluation tools, and develop/adapt new tools as needed, in consultation with the project technical/implementation team.
- Monitor the implementation of a MERL work plan to ensure all data collection and analysis tasks are carried out in a timely manner.
- Lead the MERL team to collect and analyze the project monitoring and evaluation data and make recommendations to the Senior Management Team for necessary program adaptation.
- Identify MERL training needs for local partners and organize the capacity building of local partners to respond to these needs.
- Conduct secondary verification of all monitoring and evaluation data received from partners, including conducting verification visits, as appropriate.
- Guide reporting processes amongst technical staff and consolidate program reports, promote learning and knowledge sharing of best practices and lessons learnt.
- Support all the technical staff in MERL functions and manage any MERL-related staff in the program.
- Ensure MERL activities are in line with the IOM Evaluation Policy and EAI MERL Strategy.
- Ensure periodic reports (oral and written) are made to EAI and manage collaboration with third-party evaluator and external monitoring contractor.
- Lead the design and execution of project research and learning activities, including quarterly reflection and analysis sessions.
- Collaborate with HO MERL technical team to ensure project data flow into the companywide MERL system.

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES

- Bachelor's degree or equivalent in Statistics or Social Sciences or another related field.
- At least five (5) years of experience designing and implementing MERL activities for integrated foundational skills and access education programs in developing countries.
- Expertise in quantitative and qualitative research, including skills with relevant statistical software (e.g., SPSS or Stata).
- Strong organizational, analytical, and writing skills for monitoring and reporting on program outcomes and impacts to support project supervision.
- Demonstrated experience in setting up and managing MERL systems that track performance as per the performance management plan of the project.
- Ability to translate MERL results into concrete recommendations for project/activity adjustments based on the data.
- Demonstrated experience working in complex environments, working across different cultures, and managing diverse teams to deliver impacts within agreed timelines.
- Fluency in written, reading and spoken English and Somali Language is required.

HOW TO APPLY

Interested and qualified persons are requested to send their Application Letter and Curriculum Vitae to eaieastafrica@equalaccess.org with the job title as the subject. Interviews will be conducted on a rolling basis until the position is filled. Only Shortlisted candidates will be contacted.