



Senior MEL Advisor, Ultra Poor Graduation Initiative

Career with Brac International

BRAC is an award-winning international non-governmental development organisation, with the vision of a world free from all forms of exploitation and discrimination, where everyone has the opportunity to realise their potential. BRAC is a leader in developing and implementing cost-effective, evidence-based programmes to assist poor and disadvantaged communities in low-income countries, including in conflict-prone and post-disaster settings. It is an organisation of and for the people of the Global South, pioneering new development and social enterprise approaches to equip communities to achieve prosperity. As well as being the world's biggest NGO by number of staff and people directly reached, BRAC has regularly been ranked the number one NGO in the world by the Geneva-based NGO Advisor, an independent organisation committed to highlighting innovation, impact and governance in the non-profit sector. BRAC retained the top spot in 2020 among the top 500 NGOs for the fifth consecutive year.

BRAC was founded in Bangladesh in 1972 by Sir Fazle Hasan Abed. It started its first programme outside of Bangladesh in Afghanistan in 2002, and has since reached more than 6.5 million in 11 countries of Africa and Asia. BRAC has a holistic approach to development that uses a wide array of programmes that include microfinance, education, health, agriculture, gender and human rights. BRAC invests in communities' own human and material resources, catalyzing lasting change and creating an ecosystem in which the poor have the chance to seize control of their own lives.

About the Position

BRAC International is seeking a competent, dynamic and self-motivated individual to fill the position of Senior M&E Advisor for the Ultra Poor Graduation Initiative. The [BRAC Ultra-Poor Graduation Initiative](#) (UPGI) is a flagship program of BRAC International at the global level that seeks to advance the use of proven Graduation approaches by governments at scale to address extreme poverty. UPGI's primary works with a range of global and national partners in pursuit of this mission. Focal countries include, but are not limited to, Philippines, India, Pakistan, South Africa and Egypt.

UPGI recognises evidence generation and use as powerful drivers of progress in pursuit of this mission and is seeking a Senior M&E Advisor to join its dynamic and growing Monitoring, Evidence and Learning function. Working within UPGI's overall evidence

and learning agenda and in partnership with UPGI country teams and functional units, this role is responsible for the direction and development of the monitoring function at UPGI, ensuring high standards of monitoring, evaluation, learning and reporting on progress and results across the portfolio and enabling evidence-informed strategic decisions.

This role offers an exciting opportunity to help build an innovative MEL function for an agile and adaptive portfolio of work; responding to the need for rigour and systematic, coherent processes in ways that allow the initiative to be agile as it learns and adapts. It will require effective leadership and innovative solutions to link MEL work at the country level to the MEL and research at the portfolio/programme level.

The right candidate will be an M&E / MEL specialist with a substantial record with adaptive MEL system design and implementation. They will have a commitment to working in agile and participatory ways, understand how to connect project level data collection and analysis with wider research and learning agendas, and experience driving innovation and creative thinking on MEL of 'hard to measure' intervention strategies such as advocacy, technical assistance and/ or research uptake. They will have excellent communication skills and a high level of analytical and strategic thinking, with a critical and analytical eye for both detail and the bigger picture. They will show a deep commitment to creating and delivering an inclusive MEL function and have high regard for the sensitivities of working with and for people living in extreme poverty.

The UPGI team is globally located and the position may be based in many possible locations, though preference will be given to candidates with the right to live and work in Africa or Asia. The role will be expected to undertake international travel for purposes related to research and policy engagement.

Primary Responsibilities:

The Senior M&E Advisor will be responsible for informing and influencing efforts to scale proven graduation approaches through high quality and innovative MEL work. Responsibilities include, but are not limited to:

- Work with the UPGI country teams and global functions to develop/select appropriate key performance indicators (KPIs) and develop timely monitoring plans, to be used as the basis for UPGI's monitoring
- Define specific processes, methodologies and tools for planning, monitoring, evaluation, learning, accountability and reporting in line with UPGI requirements;
- Build and manage a team able to oversee and/ or conduct regular monitoring activities and capture output and outcome level indicators of UPGI's work (including but not limited to tracking progress and results of UPGI's technical assistance, advocacy, and capacity building efforts in country; tracking changes in UPGI's access and influence with key stakeholders in particular policy arenas;

- scope, scale and adherence/ quality of government run Graduation programs in line with strategic ambitions etc)
- Ensure that all processes, methodologies and tools are gender sensitive and capture gender transformative changes;
 - Support and help to organise the collection of success stories, case studies and photos of activities for learning, communications, knowledge management.
 - Contribute to and support to the design and facilitation of regular strategy testing and portfolio sensemaking workshops at country and at programme level, including the analysis and synthesis of insights and action points
 - Test and support the internal co-creation and collaboration of innovative data collection, analysis, and monitoring tools and processes (incl digital solutions and platforms).
 - Quality assure the M&E reporting and analysis system and processes
 - Network with external and internal partners to exchange MEL experiences and to bring innovative ideas into the MEL system of the programme
 - Contribute / support / lead on the reporting of results which feed into the annual report and other reporting / learning required by the programme
 - Perform related duties as assigned

Safeguarding Responsibilities

- Ensure the safety of team members from any harm, abuse, neglect, harassment and exploitation to achieve the programme's goals on safeguarding implementation.
- Practice, promote and endorse the issues of safeguarding policy among team members and ensure the implementation of safeguarding standards in every course of action.
- Follow the safeguarding reporting procedure in case any reportable incident takes place, encourage others to do so.

Qualifications

The candidate for Senior M&E Advisor , Ultra-Poor Graduation Initiative should have a deep commitment toward international development and the eradication of extreme poverty, and the following :

Essential

- Master's degree in relevant field with at least seven years of related experience in design and implementation performance monitoring of large and/or complex development projects/programmes

- Strong technical understanding and demonstrated experience in a range of rigorous research and M&E methods, including participatory approaches.
- Quantitative and qualitative data collection and analysis skills with knowledge of digital data management tools.
- Proven track record and experience in designing and developing MEL systems aimed at informing strategic decision and adaptation of projects/programmes

Experience

- Setting high quality standards and striving for continuous improvement and quality assurance.
- Experience with recruiting and training partners and staff on developing and maintaining the high quality standard of MEL systems and processes
- Experience of working in a multicultural team;

Skills/Abilities

- Ability to supervise others to achieve results, with strong mentoring and capacity building skills, and experience in training and coaching teams and individuals.
- Experience and track records in documenting and communicating project's stories of change and learnings.
- Ability to manage complex workloads and deliver work to tight deadlines
- Strong analytical and critical thinking skills.
- Excellent written and oral communications skills in English.
- Strong interpersonal skills and ability to work in a diverse team
- Excellent inter-personal skills, with a collegiate approach to team work and team members and a commitment to advancing Diversity, Equity, Inclusion and Belonging (DEIB) principles

Desirable

- Experience designing and implementing MEL of advocacy, technical assistance and/ or research uptake interventions
- Experience and track records in documenting and communicating project's stories of change and learnings.
- Experience of working in international NGOs and other development agencies and working in partnerships.

How to Apply

If you feel you are the right match for the above mentioned position, please follow the application instructions accordingly:

External candidates need to submit CV with a letter of interest mentioning educational grades, years of experience, and expected salary to [BRAC International](#).

Internal candidates need to apply with their latest CV including all job assignments in detail with BRAC PIN **AD#47/22** and email to internal.bi@brac.net

Only complete applications will be accepted and short-listed candidates will be contacted.

Application deadline: May 25, 2022

BRAC is committed to safeguarding children, young people and vulnerable adults, and expects all employees and volunteers to share the same commitment. We believe every stakeholder and every member of the communities we work with has the right to be protected from all forms of harm, abuse, neglect, harassment, and exploitation - regardless of age, race, religion, and gender, status as an individual with a disability or ethnic origin. Therefore, our recruitment process includes extensive reference and background checks, self-disclosure of prior issues regarding sexual or other misconduct and criminal records and our values are a part of our Performance Management System.

BRAC is an equal opportunities employer.