M&E 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 competent, dynamic and self-motivated individuals to join the Ultra Poor Graduation Initiative as M&E Advisors. 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 building a dynamic and growing Monitoring, Evidence and Learning function. Working in partnership with UPGI country teams and functional units and as part

of the MEL team, the M&E advisor will be responsible for developing the monitoring function at UPGI - establishing measurement approaches for UPGI's strategic interventions; ensuring high standards of monitoring, evaluation, learning and reporting on progress and results across the portfolio; managing the day-to-day implementation of the monitoring data collection and analysis, and informing and enabling evidence-informed strategic decisions.

It is an exciting time to join UPGI as we work to build an innovative MEL system for an agile and adaptive portfolio of work - developing rigorous approaches for monitoring 'hard to measure' strategies and outcomes, designing innovative solutions to link MEL work at the country level to the MEL and research at the portfolio/programme level, and embedding systematic, coherent monitoring, learning and reflection processes that allow UPGI to be agile as it learns and adapts.

The right candidate will have had exposure to adaptive MEL system design and implementation, and familiarity with measurement strategies for 'hard to measure' intervention strategies such as advocacy, technical assistance and/ or research uptake. In addition to technical M&E skills, they will have an appreciation of the role that different types of evidence (e.g. data, research, evaluation, experiential learning, etc.) play in strategy and management, and understand how to connect project level data collection and analysis with wider portfolio learning agendas. 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 system and environment 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 one of BRAC International's hubs in Washington DC, New York, London, the Hague, Nairobi, or Dhaka. The role will be expected to undertake international travel for purposes related to monitoring and learning purposes.

Primary Responsibilities:

The M&E Advisor(s) will be responsible for the day to day management of the collection, analysis, and sharing of monitoring and evaluation data to support and contribute to UPGI's efforts to dynamically scale proven graduation approaches through government systems. Responsibilities include, but are not limited to:

- Contribute to MEL system design and development through the identification/ design of processes, methodologies and tools for planning, monitoring, evaluation, learning, accountability and reporting;
- The day-to-day management of the monitoring activities and collection of output and outcome level data on UPGI's key performance indicators (KPIs), 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 monitoring data collection 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 products (e.g. photos and videos) of activities for learning, communications, and 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 such as but not limited to dashboard using Google Site or Data Studio).
- 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 synthesis and 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

Candidates for the position of M&E Advisor with the Ultra-Poor Graduation Initiative should have a deep commitment toward international development and the eradication of extreme poverty, and the following**:**

Essential

- Graduate qualification in a relevant field, with specialized training in monitoring and evaluation, or a combined professional qualification and sound experience
- Knowledge of the key principles and debates around adaptive development and programming

- At least 5 years of direct, "hands-on" working experience in designing and implementing monitoring and evaluation activities for 'hard to measure' development outcomes, ideally for interventions working to influence systems changes;
- Experience in gathering, analyzing, and presenting quantitative and qualitative data;
- Excellent communication and writing skills, able to synthesize information from various sources and produce high-quality reports/papers;
- Experience with recruiting and training partners and staff on developing and maintaining the high-quality standard of MEL systems and processes

Skills/Abilities

- Ability to work effectively with others to achieve results, with strong advisory and facilitation 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
- Experience with the design and development of digital platforms and processes for data collection, analysis, and visualisation (e.g. Google Forms, Google Site, Google Data Studio, etc.)
- Ability to manage complex workloads without too much supervision and deliver work to tight deadlines
- Strong analytical and critical thinking skills.
- Excellent written and oral communication skills in English.
- Excellent interpersonal skills, with a collegiate approach to teamwork and team members and a commitment to advancing Diversity, Equity, Inclusion and Belonging (DEIB) principles

Desirable

- Familiarity with economic inclusion programmes
- Experience designing and implementing MEL of advocacy, technical assistance and/ or research uptake interventions
- Experience with MEL for adaptive management
- Experience working in international NGOs and other development agencies and working in partnerships.

How to Apply

Employment type: Permanent, Full time

Salary: Dependent on experience, and in line with duty station

Job Location: This new position at BRAC's UPGI has a global mandate and can be based anywhere, with some preferences for one of BRAC International's hubs in Washington DC, New York, London, the Hague, Nairobi, or Dhaka. The role will require extensive international travel.

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

External candidates need to email their CV with a letter of interest mentioning educational grades, years of experience, and expected annual salary at **BRAC International.**

Internal candidates need to apply with their latest CV including all job assignments in detail with BRAC PIN and email to **internal.bi@brac.net.** Please mention the name of the position and AD# XXXX in the subject bar.

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

Application deadline: July 1, 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.