



INTERNATIONAL MEDICAL CORPS

Headquarters: 1919 Santa Monica Blvd., Suite 400, Santa Monica, CA 90404



JOB VACANCY ADVERTISEMENT

International Medical Corps never asks job applicants for a fee, payment, or other monetary transaction. If you are asked for money in connection with this recruitment, please report to International Medical Corps at the website provided at the end of this document.

Job Title:	MEAL Officer (1 Position) Relocatable
Country Program:	South Sudan
Location of Position:	Malakal, South Sudan
Report To:	Field Site Manager
Position Opened for:	South Sudanese only (Internal/External)
Desired Start Date:	ASAP
Advertised Date:	5/September/2023
Closing Date:	22/September/2023

Organizational Background

International Medical Corps is a global, humanitarian, nonprofit organization dedicated to saving lives and relieving suffering through health care training and relief and development programs. Established in 1984 by volunteer doctors and nurses, International Medical Corps is a private, voluntary, nonpolitical, nonsectarian organization. Its mission is to improve the quality of life through health interventions and related activities that build local capacity in underserved communities worldwide. By offering training and health care to local populations and medical assistance to people at highest risk, and with the flexibility to respond rapidly to emergency situations, International Medical Corps rehabilitates devastated health care systems and helps bring them back to self-reliance.

Job Purpose

The role of the Monitoring, Evaluation, Accountability, and Learning (MEAL) Officer is to implement the MEAL work plan and contribute to achieving and improving the quality of the program/project. The MEAL Officer will provide the support by collecting and managing the program's/project's output and outcome data using DHIS2 platform and performing all other reporting duties. The MEAL Officer also plays an important role in data analysis and carrying out MEAL activities in the field. The MEAL Officer will provide support to the CHD – M&E Officers in the counties and program's MEAL function in the field through working closely with the field staff to ensure the quality of the program/project. The role holder will also work on





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ensuring that Community-Based Feedback and Response Mechanisms (CBRFMs)/Grievance Redress Mechanisms (GRM) are in place.

Essential Job duties / Scope of Work:

1. IMC's policies, guidelines, and procedures

- Actively promote Prevention of Sexual Exploitation and Abuse (PSEA) standards within IMC and amongst its beneficiaries.
- Contribute to the creation of a positive image and overall credibility of the organization, notably through the application of the Code of Conduct, ethics, values, and standpoint with regards to internal and external actors.
- Apply the basic monitoring, evaluation, accountability and learning concepts and the purpose of MEAL, with a specific focus on accountability to affected populations (AAP).
- Manage the implementation of policies and procedures for monitoring, evaluation and reporting in the country specific to AAP and CHS commitments.

2. Project design and planning

- Participate in needs assessment by organizing the training for enumerators on assessment methodology, tools, respondent's selection, and supervise field team to ensure field level data integrity.
- Ensure that MEAL activities are participatory monitoring, evaluation, accountability, learning and needs assessment and uphold accountable and useful MEAL systems.
- Support in developing results framework and log frame, including indicators for simple projects.

3. MEAL system

- Ensure that different components of the MEAL system are functional and relevant and maintain IPTT to track output, outcome, and impact indicators and their measurement in the different sectors of relevance.
- Support MEAL department in development of databases for all programs by using available technologies.
- Organize and lead data collection activities following the data collection and reporting flow put in place for a project.
- Use tools for tracking project's progress and bottlenecks and develop simple data collection tools based on monitoring indicators.
- Maintain effective M&E system (ensure data collected translates to the M&E Framework/IPTT).
- Conduct regular field visits.
- Conduct periodic data analysis and triangulate data from other MEAL exercise.
- Ensure MEAL system generates quality data for both internal and external use; IDSR/EWARS and DHIS2. EWARS should be updated every Monday and DHIS2 by every 10th.

4. Data quality management

- Conduct periodic data quality audits to assess the quality of collected data for indicators.
- Mitigate data pitfalls, issues, and ensure that strategies for quality data are in place.
- Report data quality issues to the MEAL Manager/Coordinator.
- Adhere to the fundamental concepts of data quality.



- Conduct on-site routine data quality audits at community levels.
- Assess the quality of collected data for indicators.
- Provide supportive supervision on data quality at facility and community levels.
- Ensure all data are collected from the supported health facilities and entered on a weekly basis into EWARS and monthly basis into DHIS2.

5. Sampling

- Apply the concept of 'random sampling' following instructions/guidelines of a manager.
- Apply 'spin-the-bottle' method used for selection of households in population-based surveys.
- Implement probability and non-probability sampling techniques as and when appropriate after consulting with manager.
- Develop sampling frame and carry out sampling following instructions (manager, guidelines).

6. Qualitative and quantitative techniques

- Use different qualitative and quantitative methods of data collection including structured/ semi structured interviews, key informant interviews, in-depth interviews, group discussions, focus group discussions and direct observations as an M&E tool. Conduct training on qualitative techniques for data collection for MEAL, program and interviewers.
- Develop and use key qualitative tools (observation checklists, guide for group discussion and interviews) for monitoring purposes.
- Engage with communities on accountability and conduct community consultations.
- Apply the different interview techniques (structured/semi-structured) and use appropriate questionnaires for monitoring purposes as and when appropriate.
- Engage with communities on accountability and conduct community consultations with understanding of social dynamics and ensure data is collected representative of populations.
- Conduct regular/when required site visits to monitor data collection process to ensure data quality.

7. Mobile and Manual data collection

- Determine the appropriate data collection tool based on the purpose, advantages and disadvantages of mobile data collection techniques.
- Install and configure mobile data collection tools (OKD collect, Kobo collect, ONA collect, etc.) on smart phones or tablets
- Design simple questionnaire using XLS form and configure mobile phones and tablets for mobile data collection.
- Use smart phones/tablets for data collection.
- Provide training to MEAL staff and enumerators on mobile data collection mechanism and software.

8. Data analysis, including use of statistical software.

- Perform data cleaning and ensuring data integrity before data analysis.
- Perform descriptive univariate and bivariate data analysis using Excel Pivot tables or statistical software.
- Interpret frequency tables, bi-variate cross tables, the mean and median.
- Conduct data validation in DHIS2 to generate private tables for further analysis.

9. Evaluation design

- Contribute to the preparation of project evaluation and facilitating the field level work.
- Apply the fundamental principles of evaluation (concepts, purposes and types of evaluations, contribution versus attribution, and counterfactual).
- Use and supervise quantitative, qualitative, and mixed methods of data collection in evaluation.

10. Techniques for presenting information

- Communicate clearly the findings of monitoring activities and reviews against targets set by the project.
- Compile data and indicators at the project's level for reporting in a clear and concise manner, providing all required information.
- Possess the skills to use PowerPoint to share results of data analysis and monitoring.

11. Management and leadership

- Supervise MEAL Assistants, MEAL monitors and survey enumerators at field sites level.
Coordinate with the manager/program staff for data collection/MEAL activities.

12. Capacity development and training

- Deliver basic training to teams (data collection methods, use of tools, and concepts of M&E).
- Assess the knowledge change of participants to trainings.
- Support and build capacity of service delivery staff and other project team

13. Knowledge Management and Learning

- Organize the documentation of the project's activities, results, and processes.
- Organize secondary data (internal and external sources).

14. Community Based Feedback and Response Mechanism (CBFRM)/Grievance Redress Mechanism

- Adhere to key concepts and commitments regarding accountability to affected populations (AAP), including IASC CAAP, CHS, and Sphere Humanitarian Charter.
- Ensure that all data collected via the BHW, BHI and other community members are recorded in the digital logbook and reported to program managers and partners
- Support the implementation of methodologies to consult communities on their preferences based on the operational context.

15. Conflict Sensitivity

- Monitor the general context through regular field visits and report issues affecting beneficiaries and intra-community relations.
- Conduct community consultations and engage with communities to ensure accountability by applying different interview techniques (structured/semi-structured).
- Ensure data collected is representative of population and demonstrate an understanding of social dynamics.

Prevention of Sexual Exploitation and Abuse

- Actively promote PSEA (Prevention of Sexual Exploitation and Abuse) standards within IMC and amongst, vendors-suppliers and beneficiaries served by IMC.



Compliance & Ethics: Promotes and encourages a culture of compliance and ethics throughout the International Medical Corps. As applicable to the position, maintains a clear understanding of International Medical Corps' and donor compliance and ethics standards and adheres to those standards. Conducts work with the highest level of integrity.

Ethical conduct for IMC staff: The International Medical Corps maintains a code of standards of conduct that shall govern the performances of its employees engaged in the award and administration of contracts. No employee, officer, or agent shall participate in the selection, award, or administration of a contract supported/ by donor funds if a real or apparent conflict of interest is involved. Such a conflict would arise when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or about to employ any of the parties indicated above, has a financial or other interest in the firm selected for an award. IMC officers, employees, or agents shall neither solicit nor accept gratuities, favors, or anything of monetary value from contractors, or parties to sub-agreement. These standards shall provide for disciplinary actions to be applied for violations of such standards by IMC officers, employees, or agents.

Personnel Qualifications (special training/experience required) provide 6-7 requirements

- Bachelor degree in Social Work/Social Sciences, Statistics or equivalent
- Minimum of 2 years of applied experience with a humanitarian organization and or working with refugees/IDPs in humanitarian settings.
- Understand key concepts and commitments regarding accountability to affected populations (AAP), including IASC, CAAP, CHS, and Sphere Humanitarian Charter.
- Knowledge of data pitfalls, issues, and strategies for assessing the quality of collected data.
- Knowledge of commonly used probability and purposive sampling techniques and different methods of qualitative and quantitative data collection and analysis.
- Knowledge of descriptive univariate and bivariate data analysis using Excel Pivot tables.
- Knowledge of indicators and their measurement in the different sectors of relevance.
- Understand the concept of participatory monitoring, evaluation, accountability, learning, and needs assessment.
- Proficiency in Microsoft Office applications, including Word, Excel, Outlook, and PowerPoint.
- Proficiency in English & Arabic or as applicable in the location (Speaking – Reading – Writing).
- Understand the fundamental principles of evaluation (concepts, purposes, and types of evaluations, contribution versus attribution, and counterfactual).
- Strong training facilitator/presentation skills.
- Excellent communication skills.
- Innovative and solutions oriented.
- Have analytical, conceptual, and strategic thinking skills.
- Building collaborative relationships.
- Manage performance by setting clear goals.
- Knowledge of DHIS2 and EWARS

HOW TO APPLY



Interested candidate (**South Sudanese Nationals Only**) who meets the above criteria, should submit their application (cover letter) indicating daytime, contact numbers, copies of Updated CV with at least three referees, their telephone and email contacts, South Sudanese Nationality ID Card or Passport, Birth Certificate, Academics Certificates, (**Do not Submit Original Copies or Documents submitted are not returnable**) addressing to Human Resource Department IMC. If you are submitting your application through email, please submit it to SS-Recruiting@internationalmedicalcorps.org. Hand delivered applications should be submitted to Juba Head Office Plot # 320 block, 3k, Pope Pope Francis Road, Thongpiny, Juba, Central Equatoria

Note: Clearly indicate the position you are applying for on the back of your Envelop OR on subject line of your e-mail.

Please note applications received will be reviewed on a rolling basis and this position might be filled before the closing deadline. Locals are encouraged to apply, and priority will be given to them.

We appreciate your applications; however, Only Shortlisted Candidates will be contacted for interviews.

Website for reporting misconduct: www.InternationalMedicalCorps.ethicspoint.com. Please do not submit your CV or application to this website, it will not be considered for review

