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## PLAN INTERNATIONAL SOUTH SUDAN

### EXTERNAL JOB ADVERTISEMENT

Plan International is an independent development and humanitarian organization that advances children's rights and equality for girls. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge. For over 80 years we have been building powerful partnerships for children and girls, and we are active in over 80 countries. Plan International has been working in South Sudan since 2009 and in close collaboration with the key stakeholders at all levels to bring positive and sustainable changes in the lives of children and girls of South Sudan.

In order to enhance its response program, Plan South Sudan is seeking to recruit a qualified South Sudanese to fill the position of “**Research, Monitoring, Evaluation, Accountability and Learning (RMEAL) Coordinator – to be based in Kajo-Keji**”.

#### No. of Vacancies (1)

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**Job Title:** Research, Monitoring, Evaluation, Accountability and Learning (RMEAL) Coordinator  
**Department:** Programs  
**Reports to:** Project Manager with dotted lines to MERL Manager  
**Level:** 13  
**Location:** Kajo-Keji

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#### Purpose of the Role:

The RMEAL Coordinator will be responsible for providing strategic and technical leadership on all RMEAL functions to ensure that implementation is evidence-driven, results-oriented, and aligned with donor and organizational requirements. The role will lead the design, operationalization, and continuous strengthening of RMEAL systems to effectively capture Learning through Play (LtP) outcomes, track progress against indicators, and generate actionable insights to inform adaptive management and Programme quality.

As part of PlayMatters 3.0, the RMEAL Coordinator will operate within a consortium structure, working in close collaboration with the International Rescue Committee (IRC) and War Child Alliance. The role will contribute to consortium-level planning, performance monitoring, and shared learning processes, ensuring harmonization of RMEAL approaches and alignment with agreed frameworks and governance structures.

The RMEAL Coordinator will be embedded within the Programme Team in Kajo-Keji and will work closely with the Project Manager to ensure that RMEAL systems effectively support project planning, implementation, and performance management. The role will provide technical oversight to RMEAL

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staff and support national partners to ensure high-quality data collection, analysis, reporting, and use of evidence for decision-making.

The role will ensure that RMEAL approaches are systems-focused, strengthening and leveraging existing national and sub-national education systems and data structures, while promoting sustainable integration of Learning through Play within education systems and community structures. This includes supporting the generation and use of evidence to inform teacher professional development, community engagement, and policy dialogue.

The RMEAL Coordinator will also play a critical role in promoting a culture of learning and accountability, ensuring that feedback mechanisms are functional and that insights from data are systematically used to improve programme effectiveness.

In the event of an unforeseen project-related crisis in Plan International's project locations, the role will contribute to adaptive management processes, including supporting the activation and monitoring of crisis modifier interventions.

### **Key End Results and typical Responsibilities;**

#### **RMEAL Systems & Consortium Coordination**

- Work in close coordination with the International Rescue Committee as consortium lead, alongside War Child Alliance and downstream national partners, to ensure alignment and harmonisation of RMEAL approaches.
- Lead the design and operationalisation of project-specific RMEAL frameworks, tools, and processes in line with LEGO Foundation and Plan International standards.

#### **Monitoring, Data Management & Quality Assurance**

- Oversee baseline establishment, indicator tracking, and timely data collection, validation, and analysis across project locations.
- Ensure data quality through training, supervision, and routine checks, including monitoring visits to schools and communities to assess LtP implementation and data integrity.

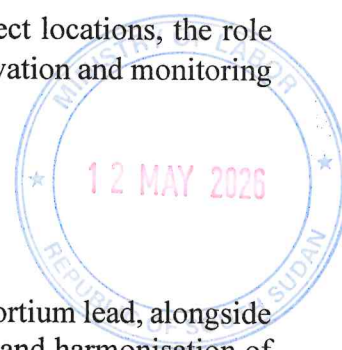
#### **Accountability**

- Oversee the establishment and ensure functionality of the feedback and accountability mechanisms for children, caregivers, teachers, and communities.
- Ensure systematic analysis and use of feedback to improve programme responsiveness and quality.

#### **Learning & Adaptive Programming**

- Document lessons learned and best practices and ensure their integration into programme adaptation and continuous improvement.
- Facilitate participatory reflection and learning sessions with stakeholders to inform evidence-based decision-making.
- Maintain and strengthen knowledge management systems, including repositories of project data, reports, and learning products.
- Collaborate with consortium partners to promote cross-country learning and dissemination of findings.

#### **Evaluation & Research**



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- Lead the design and implementation of surveys, assessments, and evaluations to measure project performance and impact.
- Ensure evaluation findings are synthesised into high-quality reports, dashboards, and briefs for internal and external stakeholders.
- Participate in any effectiveness and implementation research activities.

### **Safeguarding Children and Young People (Safeguarding), Gender Equality, and Inclusion (GEI) Commitment (5%)**

- Commit and contribute to an environment where children and adult program participants feel respected, supported, safe and protected;
- Never act or behave in a manner that results in violence including SHEA against a child, young person or adult or places them at risk of such violence;
- Be aware of and adhere to the provisions of the Safeguarding Policy, PSHEA Policy and COC of Plan International;
- Report and respond to safeguarding and SHEA concerns and breaches in line with the applicable procedures of Plan International;
- Maintain confidentiality of safeguarding and PSHEA concerns reported;
- Never participate in or support child marriages.

### **Dealing with Problems/Risks**

*Complexity of problems handled & the degree of investigation, analysis, & creative thinking required to solve them;*

- Ability to manage competing priorities and expectations from internal and external stakeholders and remain calm and resilient in the face of pressure.
- Use Plan procedures to settle conflicts among colleagues;
- Resolve problems that are not covered by established process.
- Analyse possible causes of problems and suggest solutions to get them resolved.
- Refer, whenever necessary, the case to the Lead Manager.



## **LEADERSHIP AND BUSINESS MANAGEMENT COMPETENCIES**

### **Leadership Competencies;**

- Align work priorities and resource deployment in own area with Plan International's wider goals and longer-term direction.
- Lead through influence rather than position, and role model PI values, accelerating gender equality inside and outside Plan International and addressing resistance. Self-aware and keen to learn, seeking feedback and creates a safe environment for others to challenge self or raise concerns.
- Achieve desired outcomes and finds innovative solutions by using the expertise and creativity of others and adopting a coaching approach with the people they manage or advice.
- Delegate tasks and decisions, trusting and stretching others but ensuring they have the resources and support they need.
- Create space for reflection and uses external evidence and internal evaluation to identify what and how we need to improve and then to support others through change.
- Build positive relationships outside their own work area, being willing to compromise own preferences to achieve our broader purpose and longer-term impact



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## BUSINESS MANAGEMENT COMPETENCIES

- Understand relevant sectorial context including how the sector operates in terms of partners and governance and awareness of Plan's purpose, values, and global strategy
- Manage legal and reputational risk including risk assessment, communication, risk management and reporting in full compliance with risk-related standards, including in areas such as Child and Youth Safeguarding and Protection, Gender equality and inclusion, Counter Fraud, Safety and Security
- Manage people and information including skills in assessment and coaching, evidence-based management, communication skills, both speaking and writing, and digital working, including personal digital skills

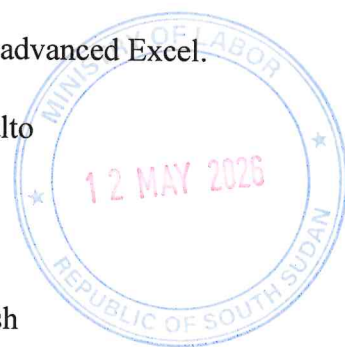
## Technical Expertise, Knowledge and Skills Required to Achieve Role's Objectives:

### Knowledge;

- Bachelor's degree in Statistics, Education, Social Sciences, or related field with advanced knowledge of monitoring and evaluation frameworks in humanitarian and education contexts.
- Minimum 5 years' experience in RMEAL for education or humanitarian projects, preferably in emergency settings.
- Strong expertise in designing logical frameworks, theories of change, and results chains.
- Proficiency in mixed-methods research (quantitative, qualitative, participatory approaches).
- Experience with baseline, midline, and endline surveys, including sampling methodologies, analysis and reporting.
- Competence in managing large datasets and ensuring data quality assurance.
- Familiarity with child development indicators and play-based learning measurement tools.
- Experience in developing dashboards and data visualization tools for decision-making.
- Strong understanding of accountability mechanisms, including community feedback systems.
- Capacity to train and mentor staff and partners on MERL practices and tools
- Understanding of donor accountability and compliance expectations in education projects.
- Strong knowledge of South Sudan's education systems and TDMS structures.
- Proficiency in mobile applications such as CommCare & Kobo to code tools, collect, report and store data online or offline.
- Hands on experience in usage of statistical software (SPSS, STATA, R), and advanced Excel.
- Experience in designing and managing large-scale surveys and evaluations.
- Knowledge of managing web-based MERL systems such as PMERL or Logalto

### Skills

- Strong analytical and problem-solving skills
- Computer literate in the use of relevant software and other applications
- Excellent verbal and written communication and presentation skills; in English
- Excellent mathematical skills and attention to detail.
- Excellent interpersonal skills, including the ability to build relationships with colleagues at distances;
- Excellent analytical, writing, and presentation skills in English.
- Ability to conduct cost-effectiveness and impact evaluations.
- Skills in adaptive management using evidence to adjust programming in real time.
- Strong report writing and presentation skills tailored to diverse audiences.
- Experience working in multi-country, multi-partner initiatives.
- Cultural sensitivity and ability to work effectively in diverse, crisis-affected settings.



- Strong organizational skills to manage competing priorities and deadlines.
- Excellent interpersonal skills to foster collaboration across partners and stakeholders

### **Communications and Working Relationships:**

Working contacts inside and outside the organization, include the purpose and level (high, medium, low) of the contact.

#### **Internal:**

- Program teams
- Logistics & Procurement,
- Finance,
- Country Office MEL staff.

#### **External**

- Local partners
- Government education offices,
- Consortium partners,
- UN agencies, and communities.



## **PLAN INTERNATIONAL'S VALUES IN PRACTICE**

### **We are open and accountable**

- Promotes a culture of openness and transparency, including with sponsors and donors.
- Holds self and others accountable to achieve the highest standards of integrity.
- Consistent and fair in the treatment of people.
- Open about mistakes and keen to learn from them.
- Accountable for ensuring we are a safe organization for all children, girls & young people

### **We strive for lasting impact**

- Articulates a clear purpose for staff and sets high expectations.
- Creates a climate of continuous improvement, open to challenge and new ideas.
- Focuses resources to drive change and maximize long-term impact, responsive to changed priorities or crises.
- Evidence-based and evaluates effectiveness.

### **We work well together**

- Seeks constructive outcomes, listens to others, willing to compromise when appropriate.
- Builds constructive relationships across Plan International to support our shared goals.
- Develops trusting and 'win-win' relationships with funders, partners and communities.
- Engages and works well with others outside the organization to build a better world for girls and all children.

### **We are inclusive and empowering**

- We empower our staff to give their best and develop their potential
- We respect all people, appreciate differences and challenge equality in our programs and our workplace




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- We support children, girls and young people to increase their confidence and to change their own lives

### **Physical Environment**

- Standard office environment with some exposure to heat, cold, dirt, noise and rainy weather conditions; dim or crowded surroundings, especially when in the field
- The post holder has a travel required of 40% to the field areas and the country office.

### **Level of Contact with Children:**

- High level of contact with children

### **Inclusion and Diversity.**

Plan International is an equal opportunity employer within the meaning of the relevant UN convention, Equality, diversity and inclusion is at the very heart of everything that Plan International stands for. Qualified Women and people with special needs are strongly encouraged to apply.

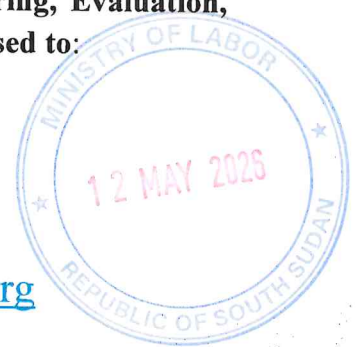
### **Employment of Relatives:**

Plan International South Sudan is an equal opportunity employer. However, it discourages employment of relatives of staff members because of the conflict of interest associated with it. While trying to avoid such cases, applicants are required to declare in writing if they have any relatives working with Plan International South Sudan.

### **Application Submission Details:**

All applications should be marked **“Application for the Position of “Monitoring, Evaluation, Research and Learning Assistant” Based in Kajo-Keji”** and should be addressed to:

**The Director of People and Culture - Shared Services  
Plan International South Sudan  
Juba, Hai Jerusalem.**



**NB:** Applications can be submitted Online through [hr.ss@plan-international.org](mailto:hr.ss@plan-international.org)  
**OR** Hand delivered to World University Service of Canada (WUSC Office in Kajo-Keji).

**The closing date for receipt of applications is before close of business on Friday, 29<sup>th</sup> May 2026.**

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