



Job description: Monitoring, Evaluation, Research, and Learning Officer (MERL) SMAC+ Project

Duty station: Caritas Switzerland (CACH) Juba Office, with frequent travel to Eastern and Central Equatoria project sites, and other regions as required

Reports to: Monitoring and Evaluation Coordinator

Internal functional relationships:

- SMAC+ Team members
- MEAL Coordinator SSD
- Finance & Admin Manager and other Finance staff
- Operations Manager
- Senior HR/Admin Officer
- Other CACH staff members in South Sudan as required
- East Africa Circle Member Focal Point SMAC+ Project
- East Africa Circle Member Finance/Controlling Officer

Work Quota: 100%

Employees reporting to the post:

External Functional Relationships:

- Partners Monitoring and Evaluation Officers/Business Analyst, Finance Managers, Project Officer(s), etc.
- Project stakeholders (trade associations, cooperatives, farmers' associations, agro-input dealers, city and community authorities, technical advisors, etc.).

Objective of the post: The MERL Officer is responsible for the development and management of monitoring, evaluation, research, and learning for the project effective, efficient, and transparent accountability of project deliverables to the client and meet acceptable EU, SDC, and Caritas Switzerland standards.

Program Overview:

The European Union is currently funding the Green and Resilient Economy (GRE) Action in South Sudan, of which the “Sustainable Markets and Agribusiness Competitiveness +” (SMAC+) project forms an important component, in addition to those of other GRE Implementing Partners. The SMAC+ project facilitates the development of an inclusive, resilient, and sustainable market system, using a Market Systems Development (MSD) Approach that focuses on minimizing barriers that hinder the participation of vulnerable women and youth from economic opportunities within the agriculture sector. With the expected addition of funding from the Swiss Development Cooperation, the project will also strengthen conflict prevention and natural resource management.

Primary Function and Responsibilities

- The Monitoring Evaluation Research and Learning Officer supports the effective implementation of the Monitoring and Evaluation component of the SMAC+ project. In close collaboration with the Team Leader, the technical team and the SSD MEAL Coordinator, the MERL Officer establishes and supports implementation and adaptation of project-wide Monitoring and Evaluation systems.
- Implements appropriate research methodologies and information gathering approaches for private sector interventions designed to stimulate green resilient economic growth and improved incomes of the smallholder farmers. This position also supports the mainstreaming of gender and social inclusion initiatives within programme activities.



- Assists in the creation of a strong, effective link between the project MERL activities and Intervention Managers, proposes appropriate intervention-level research approaches and supports the design of data collection, analysis and dissemination strategies and tools.
- Ensures overall quality and will maintain robust and adaptive Monitoring Evaluation Research and Learning (MERL) systems.

Specific responsibilities

- Support Intervention Managers in developing monitoring plans for interventions with partners within their intervention portfolio.
- Work with the MEAL Coordinator to assist Intervention Managers in the design of effective research tools, methods and plans for gathering information that can inform project strategies and capture intervention results.
- Lead the development of result chains for specific intervention portfolio and monitoring framework in collaboration with the M&E Coordinator and IMs.
- Contribute to project strategies by providing data on intervention performance in a timely and accurate manner.
- Support Intervention Managers to conduct research and gather information for their work with private sector actors, Natural Resource Management and Peace Building Partners and implementation of their monitoring plans. Ensure a culture of data use among project staff and respond to their data needs.
- Provide feedback on reports and data analysis to facilitate the production of internal progress reports as well as contribute to donor reports.
- Collect farmer household level data with the support of data collectors on a quarterly basis.
- Develop Guidelines on partner relationship management and confidentiality.
- Build capacity of partners on data collection, interpretation and use of information to improve market intelligence and business performance.
- Identify most significant case studies for the project communication consultant to document, as and when required.
- Support design and implementation of relevant studies to inform project strategy and decision making (MSA, Baselines, Mid Term Evaluation, End line and Outcome Harvesting)
- Facilitate MEL Clinics, Pause and reflect sessions, Quarterly Sector Reviews (QSR)
- Build the capacity of project technical staff and partners in monitoring results and in capturing learning, working with them to develop and update detailed results chains for their respective interventions.
- Seek opportunities for exchanges and learning between the SMAC+ project and other projects implemented by CACH in South Sudan, neighboring countries and beyond.
- Liaise with the Team Leader to identify gaps in MERL and advise on best practices to address the gaps.

Basic Qualifications

This position is open to qualified South Sudanese applicants.

- Bachelor's degree in Statistics, Economics or any other social science with a quantitative element with at least 7-8 years of experience or a master's degree with at least 5 years of experience, with a background in monitoring and evaluation, international relations, program and project design and management, or other relevant areas.
- Experience in designing, managing and implementing research projects.
- Experience in survey development and data collection instruments for project monitoring (e.g. KoboToolbox, ODK)
- Experience with different measurement and evaluation frameworks and techniques, such as the logical framework approach, theories of change and organizational learning, including participatory techniques.
- Advanced proficiency in MS Excel, MS Word and general working knowledge of ICT and computers is essential.



- Previous data analysis experience using Power BI, Excel Data Analyser v1.23, Microsoft Excel or any other data analysis tool (SurveyCTO, Postgress STATA, SPSS, etc.)

Preferred Qualifications

- Experience working in remote areas in South Sudan.
- Experience implementing M&E of MSD projects
- Experience implementing EU-funded programs and knowledge of EU regulations and procedures.
- Excellent partnership skills with multiple and diverse groups of stakeholders.
- Demonstrated ability to use adaptive management principles to make strategic, data-driven decisions in the face of uncertainty and complexity.

Required Languages

- Fluency in English with excellent oral and written communication skills required.
- Knowledge of South Sudan Arabic a plus.

Travel

Extensive travel across Central and Eastern Equatoria at least 40% of the time.

Knowledge, Skills, and Abilities

- Previous experience in private sector development projects and/or understanding of inclusive and market systems development, including gender issues.
- Knowledge of the institutions, organizations and/or businesses providing services to the agricultural sector, Natural resource management and Peace Building in South Sudan.
- Experience or knowledge of relevant South Sudan (esp. Eastern and Central Equatoria) agricultural markets
- Exceptional attention to detail, organizational, and time management skills.
- Strong report writing and analytical capabilities.
- Ability to work independently and collaboratively as part of a team.

Interested candidates should submit the following documents:

- Motivation Letter
- Curriculum Vitae (CV) with contact details of three referees, preferably former supervisors.
- Copy of credential (s), copy of nationality ID/passport

Send your applications to the email addresses below, stating "Application": **Monitoring Evaluation Research and Learning Officer of the SMAC+ Project** before (latest) the **23rd of December 2025**

Applications per email need to be sent to cachsouthsudan@caritas.ch

Female candidates are highly encouraged to apply; only shortlisted candidates will be contacted.