



JOB ADVERTISEMENT.

SB-H-3
Approved by Director,
MOL/RSU/LI

Cherulle
26/03/2026

Job Title: Monitoring, Evaluation, Accountability and Learning (MEAL) Officer (1 Post)
Reference: GASS/REC-EXT/25/03/2026
Reports to: Program Manager
Duty Station: Juba, South Sudan

Job Opening Date: 26th March 2026 : **Closing Date:** 20th April 2026 (5:00 PM)

Expected Start Date: May 2026

Contract Duration: 12 months, with the possibility of extension based on performance and availability of funding

BACKGROUND

Global Aim South Sudan (GASS) is a National Non-Governmental Organization (NNGO) founded in 2011 and registered with the Ministry of Justice and Constitutional Development through the Registrar of Companies, NGOs, Businesses, Associations and Societies under Registration Number 1,190, and with the Relief and Rehabilitation Commission (RRC) in Juba, Republic of South Sudan under Registration Number 556.

GASS has been operational in South Sudan since 2010, contributing to peacebuilding and the reduction of mass poverty.

Vision: An empowered and transformed society for enhanced livelihood and resilience.

Mission: To support communities' livelihoods and strengthen their resilience through transformative programs in agriculture, education, life skills training, and other development interventions.

JOB SUMMARY

This position offers an opportunity to support the strengthening of GASS programs through effective Monitoring, Evaluation, Accountability and Learning (MEAL) systems. The MEAL Officer will ensure quality implementation, accountability to beneficiaries, and compliance with donor requirements.

JOB PURPOSE



The MEAL Officer will lead the development and implementation of MEAL systems, tools, and processes to enhance program effectiveness, ensure compliance with donor requirements, and promote learning and accountability in line with GASS MEAL standards.

DUTIES AND RESPONSIBILITIES

MEAL Planning and Systems

- Support development of logframes, indicators, and means of verification.
- Lead development of theories of change for projects.
- Develop MEAL plans, tools, and methodologies.
- Support routine monitoring and ensure alignment with MEAL frameworks.

Data Collection, Analysis and Reporting

- Establish and maintain project monitoring systems.
- Ensure accurate and timely data collection using participatory approaches.
- Conduct evaluations through field visits, surveys, FGDs, and desk reviews.
- Lead data analysis and synthesis for learning and reporting.
- Support Post-Distribution Monitoring (PDM) and beneficiary feedback systems.
- Prepare periodic reports (weekly, monthly, bi-monthly, and donor reports).
- Train data collectors and support evaluation teams.

Learning and Accountability

- Facilitate learning processes and program improvement.
- Support design of new programs through research and analysis.
- Ensure functioning community feedback and accountability mechanisms.

QUALIFICATIONS AND EXPERIENCE

- Bachelor's degree in Social Sciences, Statistics, Demography, International Development, or a related field.
- Minimum of **4 years' experience** in MEAL, including data collection, analysis, reporting, and system development.
- Experience with qualitative and quantitative methodologies.
- Experience in developing data collection tools and performance monitoring plans.

SKILLS AND ABILITIES

- Strong analytical and reporting skills.
- Ability to manage multiple tasks and meet deadlines.
- Proficiency in Microsoft Office and data analysis software (e.g., SPSS).
- Strong communication and interpersonal skills.
- Ability to work independently and in teams.



- High proficiency in written and spoken English.
- Understanding of integrated, multi-sector programming is an advantage.

SAFEGUARDING AND ACCOUNTABILITY

Global Aim South Sudan (GASS) is committed to safeguarding and protecting the communities it serves. The organization has **zero tolerance for sexual exploitation, abuse, harassment, fraud, and corruption.**

All staff are expected to adhere to GASS safeguarding policies, including the prevention of sexual exploitation and abuse (PSEA), and uphold the highest standards of professional conduct.

Successful candidates will be subject to **rigorous background and reference checks** and will be required to sign and comply with the organization's Code of Conduct.

All staff are obligated to report any concerns related to abuse, misconduct, or inappropriate behavior in line with GASS policies.

EQUAL OPPORTUNITY

Global Aim South Sudan (GASS) is an equal opportunity employer committed to diversity and inclusion. All qualified applicants will receive consideration without regard to gender, age, disability, ethnicity, religion, or any other status.

GASS strongly encourages applications from **women and individuals from underrepresented and vulnerable groups.**

APPLICATION PROCEDURE

Interested applicants should submit:

- Curriculum Vitae (CV) with contact details , max 4 pages
- Names and contacts of referees
- Copies of relevant academic and professional documents

Applications should be addressed to:

Human Resource Officer: Global Aim South Sudan (GASS)

Submission Options

By Email: info@globalaimssd.org

OR Hand Delivery to:
Global Aim South Sudan (GASS)



Gudele Block 6, Hai Referendum Road, Munuki Town Block (Next to Diana Petrol Station)
Juba, South Sudan

IMPORTANT NOTES

- Applicants should **not submit original documents** at this stage.
- GASS reserves the right to retain all submitted applications for recruitment purposes.
- All documents must be merged into **one single PDF (maximum 5MB)**.
- Only shortlisted candidates will be contacted.
- This position is open to **South Sudanese nationals only**.



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