SO-H-3
Approved by A/Director
MoL/PCCU
16/11/2026

MINISTRY OF LABOR
16 NOV 2026
REPUBLIC OF SOUTH SUDAN

DCA actalliance

Job advert for Monitoring Evaluation Accountability and Learning (MEAL) Manager for DCA South Sudan
(for South Sudanese nationals only)

DanChurchAid (DCA) is an International Non-Governmental Organisation with headquarters in Copenhagen, Denmark. The organisation was founded in 1922, and have country offices in 19 countries across Africa, the Middle East, Ukraine, and Asia.

DCA is working with local partners in South Sudan to assist the poorest of the poor with a focus on protection, combating hunger, working for peace and conflict mitigation and the safe removal of explosive remnants of war (EWR).

In DCA we strive to secure high-quality standards for both our programme and support staff. The aim for our staff is to maintain a smooth running of the DCA Office with accountability, professionalism, and staff welfare as a priority, creating an efficient, open, and inspiring work environment for all.

Are you a visionary and passionate professional with experience in managing humanitarian projects? Have you got solid experience working as MEAL? Do you have experience in capacity strengthening of partners, high-quality MEAL systems designed and experience within cash and protection programming?

Then you might be our new MEAL Manager in DCA South Sudan!

DCA has been active in South Sudan since 2007 and works within the three Global Goals of DCA – Save Lives, Build Resilient Communities, and Fight Extreme Inequalities. We work across Upper Nile, Jonglei, GPAA, Central Equatoria, and Eastern Equatoria States primarily through national partners.

The Role:

The Monitoring, Evaluation, Accountability, and Learning (MEAL) Manager provides both operational oversight and technical leadership to ensure high-quality MEAL systems are designed, implemented, and continuously improved across South Sudan and South Sudan Cross-Border Programmes. The role ensures that evidence generated through MEAL informs programme design, adaptive management, strategic decision-making, and organizational learning.

The MEAL Manager will establish and strengthen a robust MEAL system aligned with organizational standards and effectively contribute to programme quality, accountability to affected populations, and impactful programming. Mentoring and coaching partners and staff alike.

He/she will also be responsible for strengthening the partner MEAL capacity to regularly monitor the project performance; ensuring monitoring, evaluation and reporting are used to maintain a culture of providing credible, reliable, timely and cost-effective information for management decisions, accountability and learning in alignment with the donor requirements.

The MEAL Manager is expected to spearhead the implementation of strategies to achieve measurable improvement in community engagement, information-sharing, community participation, feedback and complaints mechanisms. He/she will manage the project database and ensure timely integration with the DCA Country Office PowerBI platform, routinely analyze feedback trends, document the lessons learnt and best practices for internal and external learning as well as used in future project designs.

Key responsibilities
MEAL systems strengthening and strategic leadership

DCA actalliance

- Provide overall strategic direction and leadership for MEAL across the country programme, ensuring alignment with organizational strategy and global standards
- Drive evidence-based decision-making and adaptive management by generating, analyzing, and translating data into actionable insights for senior management and programme teams
- Establish and continuously strengthen a coherent, integrated MEAL system, harmonizing indicators, tools, methodologies, and reporting frameworks across projects and partners
- Provide technical leadership during programme design and proposal development, ensuring strong theories of change, logical frameworks, and measurable indicators.

Evidence, analysis and strategic decision support

- Lead the generation and use of high-quality evidence and analytics to inform programme design, adaptation, and strategic direction
- Translate complex data into clear insights, recommendations, and decision-making tools for senior leadership
- Oversee the production of dashboards, performance reports, and analytical briefs to track organisational impact and results
- Support organisational processes including annual planning, programme reviews, and strategic frameworks through evidence-driven inputs.

Monitoring, evaluation, research, learning

- Oversee the design and implementation of comprehensive monitoring, evaluation, and learning frameworks across the programme cycle
- Lead and supervise baseline, midline, endline studies, evaluations, reviews, and operational research initiatives
- Promote real-time monitoring and adaptive management approaches to enhance programme effectiveness
- Ensure systematic tracking of outputs, outcomes, impact, and programme quality benchmarks.

Data governance, systems and digital innovations

- Establish and oversee robust data management systems and architectures, including digital tools and databases
- Ensure strong data quality assurance (DQA) frameworks, data integrity, and compliance across all programmes
- Champion the use of digital, innovative, and cost-effective technologies for data collection, analysis, and reporting for all partners and teams
- Strengthen organizational and partnerships capacity in data literacy, analysis, and utilisation.
- Ensure systematic documentation and retention of programme evidence, monitoring reports and verification data to support donor reporting, audits and organisational compliance.

Accountability and community engagement

- Work with all teams to design and strengthening of accountability systems, including feedback and complaints response mechanisms (FCRM)
- Ensure feedback from communities is systematically captured, analysed, and acted upon to improve partner's programmes and decision-making
- Promote meaningful participation and inclusion of communities, particularly vulnerable and marginalised groups, throughout the programme cycle with partners.
- Ensure transparent communication and safeguarding principles are embedded in all MEAL processes.



- Ensure accountability to affected populations (AAP) commitments are systematically integrated across programme design, implementation, monitoring, and reporting.

Learning and knowledge management

- Institutionalise structured learning processes (e.g., after-action reviews, reflection sessions, learning events)
- Develop systems for capturing, synthesising, and disseminating lessons learned, best practices, and innovations
- Ensure learning is embedded in programme adaptation, design, and organisational strategy
- Lead the development and dissemination of knowledge products and external visibility materials.

Quality assurance and compliance

- Oversee the design and implementation of quality assurance frameworks, tools, and audits.
- Ensure continuous improvement of MEAL systems and their contribution to programme effectiveness and accountability
- Provide technical oversight to ensure compliance with donor requirements, organisational standards, and regulatory frameworks.

Leadership, coordination and capacity strengthening

- Provide technical leadership and direction to the MEAL function and team across programmes and with partners
- Build and sustain a high-performing MEAL team through coaching, mentoring, and professional development
- Strengthen the capacity of programme staff and partners in MEAL systems, tools, and approaches
- Establish a structured partner monitoring framework to assess programme quality and implementation of agreed recommendations.
- Foster a culture of collaboration, accountability, learning, and innovation across the organization and partners
- Represent DCA in external technical forums, coordination platforms, and sector working groups.

Qualification required

Education:
A minimum of a University Degree in Statistics, Development Studies, Social Sciences, Economics, Public Health, Information Management, or related field.

Technical qualifications required:
Analysis using qualitative and/quantitative methods including use of participatory methods and tools for planning, monitoring and evaluation, and data visualization.

Professional technical skills desired:
Knowledge of the SPHERE standards, Code of Conduct for Red Cross/Red Crescent, Humanitarian Accountability Partnerships (HAP); Core Humanitarian Standards (CHS) and other international humanitarian standards and other capacity-building skills

Working experience required:

MINISTRY OF LABOR
16 NOV 2023
REPUBLIC OF SOUTH SUDAN

- Minimum of 7 years in humanitarian emergencies, monitoring and evaluation with reputable humanitarian organisation. At least 5 years of work experience must be focused on MEAL at various levels.
- Strategic thinking and systems leadership
- Data-driven decision-making and analytical excellence
- Programme quality and impact orientation
- Stakeholder engagement and influencing
- Leadership and team development able to engage meaningfully with HQ Advisors, Partners and in country teams

Technical and language skills:

- Excellent analytical skills
- Good team player, flexible and capable of working with a multinational country team, and capable of working under pressure
- Strong computer application skills, with good command of Kobo Toolbox and PowerBI
- Good organizational skills
- Fluency in English, and the local languages (E.g. Arabic)

The position will be reporting to the Head of Programmes.
The position will work closely together with colleagues in the programme team, the implementing partners, the consortium partners, other stakeholders.

What we can offer you:

The successful applicant will be offered **a contract up to One (1) year, with the possibility of extension** depending on both funding and performance.

The position is for **South Sudanese nationals**. Women and minorities are strongly encouraged to apply.

Expected starting date: December 15th, 2026, or at earliest possible date after this.

Working hours: 40 hours per week.

DCA is an equal employer, so, we encourage women to apply and only a South Sudanese will be preferred for the position.

Interested candidates should apply through: https://dca-1.career.emply.com/ad/monitoring-evaluation-accountability-and-learning-meal-manager-for-dca-south-su/hqy4ro or by hand delivery to DanChurchAid Office, Plot No. 573 Block 3-K South First Class Area, TongPing, Juba NA Bari, Opposite Nile Fortune Hotel, Lakes Road, Juba- South Sudan

All interested candidates irrespective of age, gender, race, religion, sexual orientation, abilities, or ethnic affiliation are encouraged to apply for the vacancy. DCA conducts an anti-terror check as part of the recruitment process. It is a prerequisite that you can pass this check and maintain this status throughout your employment with us. Everyone applying for a job with DCA must be ready to comply with our Code of Conduct, Staff Policy on Prevention of Sexual Exploitation, Abuse and Harassment and our Child Safeguarding Policy.

Deadline for applications as described above are the December 7th, 2026. before 5:00 pm CAT

For further information regarding DCA, please visit our website at: https://www.danchurchaid.org/

Only applications following the abovementioned procedures will be considered and only shortlisted candidates will be contacted.

16 NOV 2026