

50-H-3  
Approved by

MEL

19/04/2023



## VACANCY ANNOUNCEMENTS

### PROGRAM/DEPARTMENT SUMMARY:

Mercy Corps began programming in Sudan in 1985, and has been operating in states of what is now South Sudan since 2005; operations have continued since the independence of South Sudan in 2011. We have been working to meet people's immediate needs, and with communities, to build local capacity and promote economic development, especially with the eruption of violence in December 2013. Mercy Corps South Sudan's priority areas are food security and livelihoods (focusing on cash assistance, market-based solutions in agriculture and economic development), WASH and Education. Mercy Corps has been implementing project which combine agricultural, economic development, WASH, Education and other humanitarian interventions to tackle the convulsive crises affecting vulnerable communities. Mercy Corps has worked to build relationships with local government and other actors, which has enhanced our understanding of local contexts and the multiple stakeholders involved.

**RE Open position: 1 Research and MEL Specialist**

**Reports to: Director of Programs.**

**Duty Station: Mundri**

**Start Date: ASAP**

**Duration: one year.**

**Deadline of Application: 10<sup>th</sup> May 2023.**

### GENERAL POSITION SUMMARY:

The Research and MEL Specialist position is a key member of the Program Performance and Quality (PAQ) Unit and will be responsible for managing and coordinating all research, MEL and program quality performance processes for Mercy Corps South Sudan STREAM II program (Strengthening Resilience in Agriculture, Markets and Livelihoods through Local Institutions) in Mundri East, Mundri West and Mvolo counties of Western Equatoria state of South Sudan. S/he will work across the three counties to support programmatic research activities, data collection, management, analysis, and report analysis.



## **ESSENTIAL JOB FUNCTIONS:**

### **TECHNICAL LEADERSHIP**

- Provide leadership, training and mentoring in the development of M&E Plans, M&E tools, survey design, methodology, data analysis, and other skills required for assessing the impact of programs.
- Lead and/or collaborate with external evaluators, researchers on the design and roll out of the program, research data collection, assessments, baseline and evaluations, while setting up effective systems for learning.
- Ensures programs use the necessary M&E systems and tools, to inform and improve each individual program intervention area, as well as feed into the broader country-level M&E system.
- Take the lead in aligning, collecting and reporting on relevant indicators to the organizational-wide M&E systems, and other external systems as relevant.

### **INFORMATION MANAGEMENT**

- Works with the program and M&E teams to adopt a holistic country-level M&E system (including Tola Data) that harnesses open-source software and flexible cloud solutions to more accurately collect, monitor and verify program activities and ensure they are aligned with programmatic annual plans.
- Provides guidance, recommendations, and leadership to ensure that the M&E systems meet the needs of Program leadership and help address shortfalls in M&E and data management that affect program implementation.
- Contributes to program design to ensure adherence to Mercy Corps' M&E best practices, including the use of standardized indicators, form templates, and documentation methodologies.

### **CAPACITY BUILDING AND MENTORING**

- Develops and oversees implementation of the M&E, research and partner teams capacity building strategy that promotes a culture of learning through systematic analysis and reflection of program data.
- Build the capacity of all relevant team members to develop and maintain an excellent M&E system, including regular reflection and analysis of program monitoring data.

### **INTERNAL AND EXTERNAL COORDINATION**

- Active contributor and collaborator with sector clusters (majorly on joint assessments in Greater Mundri Counties) regional and global counterparts to promote the use of M&E best practices.
- Strengthen linkages with other internal resources, including the LMS, Digital Library, Hub, and Connect, to enhance organizational learning where relevant to M&E.
- Maintain close working relationships with M&E counterparts in other relevant international NGOs, and National NGOs in the country.





## ORGANIZATIONAL LEARNING

- As part of our commitment to organizational learning and in support of our understanding that learning organizations are more effective, efficient and relevant to the communities they serve - we expect all team members to commit 5% of their time to learning activities that benefit Mercy Corps as well as themselves.

## ACCOUNTABILITY TO BENEFICIARIES

- Mercy Corps team members are expected to support all efforts toward accountability, specifically to our beneficiaries and to international standards guiding international relief and development work, while actively engaging beneficiary communities as equal partners in the design, monitoring and evaluation of our field projects.

**Supervisory Responsibility:** MEL Officers, Research Officer, and Data Management Officer  
**Accountability**

**Reports Directly To:** Program Director/Country MEL Manager

**Works Directly With:** Program Manager, Project Managers, Program Sector officers, Operations teams. Coordinates with MC PaQ unit (including CARM team).

## KNOWLEDGE AND EXPERIENCE:

- BA/S degree in statistics, economics, social sciences, monitoring and evaluation, project management or other relevant field required.
- 3-5 years of active M&E work experience in emergency and development programming required with the proven use of program technology and Market system approaches.
- Experience with theoretical and practical background in M&E and skilled in participatory qualitative and quantitative M&E methodologies and techniques.
- Excellent quantitative skills and power user with Excel; Experience with Access, and statistical packages including Stata, R or SPSS and GIS tools like QGIS, ArcGIS or Google Earth Pro is preferred.
- Experience with data management including the ability to structure and collate data sets for ease of analysis.
- Demonstrated understanding of intermediate statistics and ability to summarize and make predictions from multiple data sets.
- Fluency in spoken and written English and Arabic required.
- Knowledge of Moru and other local dialects is preferred.

## SUCCESS FACTORS:

A successful candidate will have a demonstrated ability to lead and communicate effectively with team members of varied work styles and cultures, follow procedures, and meet deadlines with flexibility and creativity in planning and problem solving. S/he will have a proven ability to learn quickly, multi-task, prioritize, take initiative, and be accountable for results,



understand the larger picture while remaining focused on the details, problem solving, work within a complex and sensitive setting and to follow laws and security protocols. The most successful Mercy Corps team members have a strong commitment to teamwork and accountability, thrive in evolving and changing environments and make effective written and verbal communication a priority in all situations.

**Apply to: Mercy Corps Juba and Mundri Office**

All applications will include CV, and all relevant copies of official documents, should be submitted in person.

Or by email: [ss-apply@mercy Corps.org](mailto:ss-apply@mercy Corps.org)

**Qualified female candidates strongly encouraged to apply.**



*Juba*