



WE ARE HIRING

**MONITORING,
EVALUATION AND
LEARNING MANAGER**

Dignity for All (D4A) Finnish-funded Impact Programme

11.03.2020



ABOUT US

Fairtrade Africa (FTA) is the umbrella network organization representing Fairtrade certified producers and workers in Africa. It has four (4) regional networks – Eastern Africa; Southern Africa; West Africa; and Middle East and North Africa. Established in 2005, FTA aims to effectively represent producers and workers within the International Fairtrade System and provide services to them that contribute to the improvement of their livelihoods. The FTA Board directs policy and strategic development of the organization.

FAIRTRADE AFRICA PURPOSE

To improve the socio-economic conditions of African producers through increased access to better trading conditions.

ABOUT THE JOB

Title: Monitoring, Evaluation and learning Manager

Team: Strategy and Impact

Location: Nairobi, Kenya

Reporting lines:

Post holder reports to: Strategy and Impact Director

Staff reporting to this post: none

Scale level: Manager 2

Budget responsibility: No

Dignity For All (D4A) Impact Programme- (FTA and Fairtrade Finland Partnership Programme)

This is a four year (2018-2021) Programme funded by the Ministry for Foreign Affairs (MFA) of Finland with additional match fund from commercial partners i.e. Gustav Paulig, Aldi (UK), Swedish Postcode Lottery, Fairtrade Sweden and Fairtrade Finland. Underpinned by the Fairtrade Theory of Change (ToC), D4A Impact Programme seeks justice and fairness through exercising rights and freedoms, empowerment through strengthening the assets and capabilities of the most marginalized farmers and workers, and the attainment of sustainable livelihoods through building resilient agro-based trade systems and societies.

The programme is aimed at capturing and assessing simultaneous change in four areas (spheres of change): Small producer & worker organizations; Supply chain business practices; Consumer behaviour and Civil Society action.

The programme has six projects that are currently being implemented in four countries across Africa i.e. Ghana, Ethiopia, Malawi and South Africa within six value chains i.e. banana, flowers, wine, tea, coffee and cocoa. It focuses on Fairtrade Africa's (FTA's) key thematic areas of gender and social compliance, workers' rights, living income and living wage.

Working closely with D4A Programme Manager, this role will specifically focus on offering required MEL support for each of the 6 D4A projects and overall D4A Programme.

JOB PURPOSE

To ensure strong M&E systems are in place across all D4A Projects and overall D4A Impact Programme; oversee data collection and analysis and build the M&E capacity of D4A Programme staff and partners.

To ensure outcomes and Impact are tracked and insights used to facilitate effective planning, implementation, performance evaluation and decision making at project and programme levels.

SKILLS & EXPERIENCE REQUIRED

Qualifications

- Bachelor's degree in development studies, social science or related field

Experience and Knowledge

- At least 5 years' data collection, management and analysis experience in MEL in the NGO sector
- Experience designing or participating in evaluation activities
- Knowledge in research methodology and statistical tools for data analysis

Other Preferred Specialist Training or Certifications

- Project Management
- Training on gender and/or disability inclusiveness desirable

Skills

- Excellent IT and database management skills
- Analytical Skills
- Excellent Communication and reporting skills
- Problem solving skills, with the ability to think creatively
- Capacity development skills, ability to mentor, advise and influence others
- Experience in report writing
- Excellent interpersonal skills with ability to interact with individuals across multi-functional and cultural disciplines
- Excellent organisational skills with ability to manage multiple work-streams with various partners at any one time
- Ability to build capacity of staff and partner organizations

HOW TO APPLY

APPLICATION DEADLINE March, 25th, 2020

An application form (CVs will not be accepted) can be found on the jobs and volunteering page of our website <http://www.fairtradeafrica.net/about-us/jobs-and-volunteering/>

Completed applications should be **saved in the applicant's name**, and the position **Monitoring Evaluation & Learning Manager – D4A Impact Programme**.

All applicants should state how they meet essential requirements of the post and include their email address, telephone contacts and three referees with contact details on the application form and email to recruitments@fairtradeafrica.net.

If you have any queries, please call +254202721930 and ask to speak to a member of the HR team. Qualified applicants will be subjected to background checks as condition of employment.