

<b>Position Title</b>	<b>MONITORING, EVALUATION, ACCOUNTABILITY, AND LEARNING (MEAL) OFFICER, BRIDGE PROJECT (X 2)</b>
<b>Position Grade</b>	<b>F5</b>
<b>Duty Station</b>	Regional offices
<b>Contract</b>	12 months, Renewable
<b>Reports to</b>	Project Monitoring, Evaluation, Accountability, and Learning (MEAL) Manager, BRIDGE project.
<b>Management Responsibility</b>	No direct line management role.
<b>Key Relationships</b>	Project Officers, Senior Project Officers, and Administration Officer, BRIDGE project Partner MEAL staff.
<b>Background</b>	<p>War Child Canada is an international charity organization registered in Toronto, Canada, dedicated to helping children and their communities overcome the devastating effects of active and post war. Its vision is “Accelerating Peace by disrupting the cycle of violence” and its mission is “Driving Generational Change for The Hardest Hit by Investing in The Power of Local Communities”</p> <p>Since being founded in 1999, War Child Canada has worked in 20 countries across the world and we are currently operational in Afghanistan, Yemen, Sudan, South Sudan, Democratic Republic of Congo (DRC) and Uganda.</p> <p>During the past five years, War Child Canada reached over 2,500,000 conflict-afflicted children and adults; 985,000 people benefitted from War Child’s educational initiatives; 480,000 people were helped to climb out of poverty and 1,075,000 people learned more about their rights and had better access to justice systems</p> <p>War Child Canada in Uganda: Since 2014, War Child Canada has worked in 10 districts, mainly Refugee hosting, and implementing programs on integrated education, access to justice (includes peacebuilding), and livelihoods in the districts of: Adjumani, Obongi, Yumbe, Arua, Koboko, Isingiro, Lamwo, Kikuube, Koboko and Kamwenge districts.</p>
<b>Context</b>	<b>The BRIDGE PROJECT:</b> War Child Canada in partnership with Mastercard Foundation, Community Empowerment for Rural Development – CEFORD, Education Local Expertise Uganda (ELECU) and eight Refugee Led Community based organizations, will be implementing the BRIDGE: From Secondary Education and Skills Development to Job Opportunities for Refugee and Host Community Youth in Uganda’ Project.

	<p>The 5-year BRIDGE project (2022 to 2026) is part of the Mastercard Foundation’ Young Africa Works Strategy (2018 to 2030)<sup>1</sup> to address the youth unemployment challenge among refugee and host communities in 8 refugee settlement s in Adjumani, Obongi, Isingiro, Kamwenge, Kikuube, Yumbe, Arua and Koboko districts.</p> <p>War Child Canada and project implementing partners will employ a gender sensitive and inclusive approach to programming, empower young people and recognize their potential as agents of change to ensure effective implementation and sustainability of the interventions. This will be achieved through two outcomes.</p> <ol style="list-style-type: none"> <li>1. Increased access to market relevant secondary and tertiary education and skills for refugee and host community youth</li> <li>2. Improved capacity of education institutions and teachers to offer quality and relevant education and skills for refugee and host community youth</li> </ol> <p>The program aims to increase demand for education through strong community engagement and supply by strengthening the capacity of Alternative Education Program (AEP) in host schools and BTVETs on gender and age sensitivity education by enrolling 20,400 Lower Secondary AEP learners (14,280 female) and 2,168 (1,518 female) Advanced level learners into 34 lower secondary AEP centers, 2,003 learners (1,402 female) in 15 Business, Technical, Vocational Education and Training (BTVET) schools and 136 learners in different universities across the country.</p> <p>The proposed program aims to improve the quality and relevance of education by placing a strong focus on teacher capacity and formal, non-formal and alternative education and learning opportunities.</p> <p>The program will further support young people in their transition to dignified work and throughout the life of the project, to thrive in their chosen form of employment or livelihood. Activities to support their success will include conducting market analysis annually to tailor interventions to the business context at the refugee settlement, implementing an adopted UPSHIFT - <a href="https://www.unicef.org/innovation/upshift">https://www.unicef.org/innovation/upshift</a> business incubation “boot camps”, strengthening youth business support centres and BTVET institutions through training and infrastructure improvements, providing financial support to young people to access training programs and set up businesses and pairing young people with mentors from the business community. Finally, the program approach promotes continuous learning and development to ensure project sustainability.</p>
<p><b>Position summary</b></p>	<p>The Monitoring, Evaluation, Accountability and Learning (MEAL) Officer will be responsible for coordination and implementation of the monitoring and evaluation, research, and learning framework of the BRIDGE project in their location of implementation. They will ensure proper data management and real time reporting to guide decision making during the project implementation. The MEAL Officer will also provide technical assistance to the project partners, particularly in relation to</p>

<sup>1</sup> For more information Mastercard Foundations Young Africa Works Strategy, please refer to this link - <https://mastercardfdn.org/research/young-africa-works/>

	<p>monitoring and reporting issues. They will ensure that the project activities are implemented in a timely and efficient manner.</p>
<p><b>Responsibilities</b></p>	<p><b>Monitoring and Evaluation</b></p> <ul style="list-style-type: none"> <li>• Work with the Project MEAL Manager to revise the project’s results framework, particularly in the areas of performance indicators and their measurement.</li> <li>• Work with program teams, partners, and M&amp;E focal points to integrate M&amp;E into ongoing project planning and implementation systems and ensure adherence to WCC M&amp;E Minimum standards.</li> <li>• Take part in the development of appropriate monitoring, tracking, and reporting systems, tools and templates that enhance monitoring of project outputs and quality, generate quality evidence on project impact and promote the use of data for decision-making processes.</li> <li>• Work with the Project MEAL Manager to review partner M&amp;E approaches, frameworks and management information systems and agree on any required changes, support, and resources.</li> <li>• Identify areas where technical support to project partners is required and organize training on M&amp;E for partners as required.</li> </ul> <p><b>Data Quality Assurance and Management</b></p> <ul style="list-style-type: none"> <li>• Conduct data quality checks with partners.</li> <li>• Undertake collection of primary and secondary data, and analysis to inform assessment for potential interventions in the target communities; special studies/operation research studies required to improve WCC- Uganda programs.</li> <li>• Conduct regular field visits to ensure all elements of the data system are being utilized effectively, assessing, and identifying breakdowns and areas that require clarifications and improvements.</li> <li>• Administer performance monitoring tools to track project indicators, in line with the project implementation and M&amp;E plans.</li> <li>• Maintain the BRIDGE project/indicator M&amp;E databases; as well as the project’s level beneficiary database aligned to the WCC – Uganda’s results framework.</li> <li>• Contribute to understanding of and support for mobile data collection hardware and software among project staff.</li> <li>• Provide training for and support to program staff to utilize the database for analysis of program information and results.</li> <li>• Work with the Project Manager and Finance Officer to develop, track and update the project risk register on a quarterly basis.</li> <li>• Work closely with the local government technical officers and partners to leverage use of the project’s information system; and the district/local government information management systems such as EMIS. (Education Management Information System)</li> </ul> <p><b>Reporting and Learning</b></p>

	<ul style="list-style-type: none"> <li>• Together with the Project Monitoring, Evaluation, Accountability, and Learning (MEAL) Manager - BRIDGE project, participate in the development, data collection and implementation of the BRIDGE project learning agenda.</li> <li>• Document best practices, lesson learned and success stories about BRIDGE's project interventions in the areas of operation.</li> <li>• Support project progress reporting, and data collection for project assessments and evaluations.</li> </ul>
<p><b>Qualifications</b></p>	<p><b>Knowledge, Skills, and Experience</b></p> <ul style="list-style-type: none"> <li>• Minimum of a Bachelor's Degree in Quantitative Economics, Statistics, Development Economics, Social Sciences, International Development, Statistics, Economics and Business statistics. Post-graduate Diploma in Monitoring and Evaluation or Project Planning and Management is an added advantage.</li> <li>• Minimum of three years progressive work experience in monitoring and evaluation and/or direct implementation of development programs with NGOs in at least one of War Child Canada's programming sectors (education, livelihoods, justice), including youth entrepreneurship.</li> <li>• Good knowledge and demonstrated experience in use of theory of change and results frameworks as tools and approaches to guiding project implementation and reporting.</li> <li>• Good understanding and demonstrated experience in using and promoting digital or mobile data collection systems among users, including data analysis software.</li> <li>• Demonstrated experience of working with education or entrepreneurship programs for young people or Small and Medium Enterprises' support in rural or urban areas is an added advantage.</li> </ul> <p><b>Skills and Abilities:</b></p> <ul style="list-style-type: none"> <li>• Good knowledge of programme implementation, monitoring and evaluation techniques and practices.</li> <li>• Familiarity with impact assessment an advantage.</li> <li>• Good moderation, facilitation, and training skills.</li> <li>• Excellent analytical and reporting skills.</li> <li>• Ability to work in a team and good interpersonal skills.</li> <li>• Knowledge of statistical computer software.</li> <li>• Ability to work independently with a minimum of supervision.</li> <li>• Ability to work under time pressure and meet deadlines.</li> <li>• Ability to work in diversified environments.</li> <li>• Extremely flexible and accommodating in a difficult and sometimes insecure working environment.</li> </ul> <p><b>Personal Attributes:</b></p> <ul style="list-style-type: none"> <li>• Affinity with War Child Canada's mandate.</li> <li>• Politically and culturally sensitive with qualities of patience and diplomacy.</li> <li>• Creative, energetic, adaptable, and flexible.</li> <li>• Stress-resilient to be able to cope with deadlines and complex problems.</li> </ul>

	<ul style="list-style-type: none"> <li>• Flexible and accommodating in a difficult and sometimes insecure working environment.</li> <li>• Strong team-oriented personality &amp; previous experience working in a team environment</li> </ul>
<b>Travel Required</b>	Regular field travel will be required (70%)
<b>Application process</b>	<p><b>Interested applicants are invited to send a curriculum vitae and an accompanying cover letter electronically to:</b></p> <p>Email: <a href="mailto:jobs_uganda@warchild.ca">jobs_uganda@warchild.ca</a></p> <p>Please ensure your application email has the subject heading of <b>‘Monitoring, Evaluation, Accountability, and Learning (MEAL) Officer, BRIDGE project – [insert your name]’</b></p> <p>Only those applicants selected for an interview will be notified. No phone calls please. War Child Canada is an equal opportunity employer.</p> <p>War Child Canada is committed to providing a work environment in which all individuals are treated with respect and dignity. Final candidates will be vetted in accordance with War Child Canada’s Child Safeguarding Policy, including appropriate reference and security checks.</p> <p>For more information about War Child Canada, please visit <a href="http://www.warchild.ca">www.warchild.ca</a></p>
<b>Deadline</b>	Deadline for applications August 26 <sup>th</sup> , 2022
<b>Salary and benefits</b>	Salary will be commensurate with experience and qualifications. Benefits include insurance as per War Child Canada contractual standards.