

<b>Position Title</b>	<b>PROJECT MONITORING, EVALUATION, ACCOUNTABILITY, AND LEARNING (MEAL) MANAGER, BRIDGE PROJECT</b>
<b>Position Grade</b>	<b>B3</b>
<b>Duty Station</b>	Kampala
<b>Contract</b>	24 months, Renewable
<b>Reports to</b>	Country Monitoring, Evaluation and Learning Manager
<b>Management Responsibility</b>	Direct line management of BRIDGE project Monitoring and Evaluation Officers
<b>Key Relationships</b>	Head of Programs and Project Director
<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 centers 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 Project MEAL Manager is a project-based role that reports and works closely with the Country MEAL Manager. S/he will lead the development, management, and maintenance of a comprehensive and functional MEAL system to successfully measure the progress and impact of the BRIDGE project.</p>
<p><b>Responsibilities</b></p>	<p>Lead M&amp;E capacity building, by deepening the understanding and use of Theory of change and result frameworks among project leadership, implementing teams, young</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>people, and other stakeholders to support result-based mobilization, implementation, and evidence-based reporting.</p> <p>Lead in the development, adaptation, and utilization of appropriate MEAL tools, including mobile data collection, and databases management for effective performance indicator monitoring and feedback provision to staff and stakeholders.</p> <p>Lead the development of integrated annual monitoring plans in consultation with program staff and ensure regular monitoring of activities and outputs takes place in all locations of the project, with regular data quality verification and validation.</p> <p>Spearhead the planning and execution of data collection, analysis, interpretation, and dissemination of the project’s assessments and evaluations. Joint reviews with participating young people and internal staff are a key component of this, for ownership and responsiveness.</p> <p>Generate updates on key performance indicators in the indicator tracking sheet and coordinate the implementation of quality assurance and control systems to ensure data accuracy, validity, and integrity.</p> <p>Support the project team and partners on conducting evaluative youth space engagements for lessons learned and impact story capture and ensuring, along with the project director, that lessons learned are integrated into project design and implementation and budgets on a going concern basis.</p> <p>Together with the Project Director, review all project write ups (including concepts) and partners’ progress reports to ensure compliance to results framework and donor reporting requirements.</p>
<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 social sciences, education, international development, Quantitative Economics, or statistics, or other related courses. Post-graduate Diploma in Monitoring and Evaluation or Project Planning and Management is an added advantage.</li> <li>• Minimum of five 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 Result Frameworks as tools and approaches to guiding project implementation and reporting.</li> <li>• Good understanding and demonstrated experience in using and promoting on-line 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.</li> </ul> <p><b>Skills and Abilities:</b></p>

	<ul style="list-style-type: none"> <li>• Programmatic and strategic thinker, with passion for young people, their inclusion and business growth</li> <li>• People management or relationship skills i.e., thrives in diversity</li> <li>• Excellent report writing and communication skills</li> <li>• Problem solver in complex environments and works with minimal supervision.</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> <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> <li>• Willingness and ability to travel outside Kampala</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>Project Monitoring, Evaluation, Accountability, and Learning (MEAL) Manager, BRIDGE project</b> – [insert your name]’</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 is 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.