

**Job Title** Deputy Director, Monitoring, Evaluation, Research and Learning (MERL)  
**Grade** G  
**Reports to** TeamLeader/Project Director  
**Location** Kenya

**Role Purpose:**

The Deputy Director, MERL strategically positions the programme to address gaps in the global evidence base and ensures that learning is integrated horizontally across countries and vertically within the public and private sectors. They advise the programme team, donor, third party monitor (TPM) consortium partner leads, IPPF colleagues, and key stakeholders in the SRH sector on learning and evidence aspects of the programme.

Overseeing a team of approximately five M&E and data experts and coordinating across the programme, the Deputy Director, MERL ensures that robust data is available for multiple purposes: informing programme strategies; monitoring progress on KPIs and identifying where course corrections are needed; informing the development of scorecards and other tools for increasing national ownership and sustainability; and generating evidence to support health systems strengthening and address knowledge gaps.

**Context of Role:**

WISH 2 (Women's Integrated Sexual Health) is one of three components of the overarching WISH Dividend programme that is being procured by the UK Foreign, Commonwealth, and Development Office (FCDO). This programme is central to delivering the UK's priorities on empowering women and girls as set out in the International Development Strategy, the UK's strategic approach to sub-Saharan Africa and the International Women and Girls Strategy.

WISH 2 will be divided into two geographic Lots. IPPFAR is planning on submitting a bid as prime for Lot 2 which covers Burundi, Ethiopia, Madagascar, Somalia, South Sudan, Sudan, and Zambia.

**Deliverables:**

- Create innovative and rigorous approaches to generate evidence and contribute to global goods.
- Relationship management and key focal point for the Third-Party Monitor.
- Lead and model the use of data for WISH performance management, decision-making and course correction.
- Align generation of evidence for programming needs and ensure partners take ownership for their deliverables.
- Assess the capturing of accurate and auditable data, including from third party monitoring agencies, research and evaluation contractors.
- Oversee the development of custom data systems, DHIS2 products and other data apps that enhance the analytics of the programme.
- Showcase the project's learning and results outcomes with the wider sector through papers, case studies and conferences.
- Lead the annual client exit interview (or equivalent) process ensuring smooth collection and analysis of data as part of the programmes ongoing evaluation on effectiveness.
- Act as a thought leader in strategic technical events addressing the projects relevant metrics and evidence.
- Engage with Stakeholders at the highest level within the project team, IPPF Senior Management, Consortium Partners and FCDO on evidence, results, and data.

**Reporting/Management Responsibility:**

- Line management of the MERL team.

**Expertise:**

- Significant experience in a senior monitoring, evidence and learning position, responsible for implementing M&E activities of international development projects, with a focus on sexual and reproductive health. Preferable experience with FCDO programmes.
- Excellent technical knowledge related to data ecosystems, data analysis and generation of evidence for action in improved programming.
- Significant exposure to Evidence and Learning aspects of programme management, particularly in sub-Saharan Africa.
- Significant experience of leading, engaging and managing teams in multi-country areas and across different time zones.
- Demonstrated understanding of donor relations and reporting, especially with FCDO, is essential.
- Experience managing or providing support to FCDO (or similar institution) payment by results funded initiatives desirable.
- Understanding and experience with Value for Money (VfM) indicators, frameworks, and analysis.
- Excellent technical knowledge/understanding of quality of care within integrated FP and SRH service delivery and programming.
- Knowledge or technical expertise and skills in quality assurance systems in SRH or health programmes implementing quality assurance standards highly preferred.

**Skills:**

- Developed interpersonal skills with a proven ability to influence and negotiate.
- Fluent English verbal and written communication skills with French and/or Arabic being an advantage.
- Strong leadership skills including the ability to effectively engage a range of stakeholders.
- Demonstrable staff and team management skills – including global/virtual management, performance management and matrix management.
- Quantitative and qualitative analytical skills.
- Project management skills including experience of reporting to donor agencies.
- Budget management skills.
- Time management skills with the ability to meet tight deadlines.

**Your Ethos:**

- Demonstrate an understanding of and commitment to safeguarding in a local and international context.
- Demonstrates ability and willingness to work in a diverse, multicultural, multilingual and intergenerational environment that is anti-racist and respectful of others.
- An intersectional (pro) feminist passionate about sexual reproductive health care rights + justice, including safe abortion.
- Supportive of people's rights regardless of sexuality or gender identity/expression and supportive of workers' rights and access to health care in sex work.

IPPF is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees, volunteers, contractors and partners to share this commitment. Anyone employed with IPPF agrees to sign and adhere to IPPF's Code of Conduct and Safeguarding (Children and Vulnerable Adults) Policy.