

Position Overview	
Title	Deputy Director – Monitoring, Evaluation, Research and Learning
Location	Nairobi (Kenya)
Reporting to	Team Leader
Status	Full-time
Grade	G

Background

The [International Planned Parenthood Federation \(IPPF\)](#) is a global sexual and reproductive health (SRH) service provider and one of the leading advocates for universal access to sexual and reproductive health and rights (SRHR) for all. IPPF is a worldwide movement of 120 national organizations, referred to as Member Associations, working with and for communities and individuals. These member associations are the leading civil society providers of contraception in 89 of 120 countries. And in 64 of those 89 countries, IPPF is the only largescale international provider. Collectively, member associations delivered more than 1 billion cumulative SRHR services between 2016 and 2022.

Headquartered in Nairobi, Kenya, the overarching goal of [IPPF Africa Region](#) (IPPFAR) is to increase access to SRHR services to the most vulnerable youth, men, and women in sub-Saharan Africa. To reach this goal, IPPFAR works with local civil-society organizations, governments, the African Union (AU), regional economic commissions (RECs), the United Nations, among others, to expand political and financial commitments to SRHR in Africa. IPPFAR tackles the continent's growing SRHRJ challenges through a network of Member Associations (MAs), strategic partners and volunteers in 38 countries. For more information, please read our 2023 profile (in [English](#) and [French](#)).

About WISH2:

Women's Integrated Sexual Health (WISH2) 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. IPPF is planning on submitting a bid as prime for Lot 2 which covers Burundi, Ethiopia, Madagascar, Somalia, South Sudan, Sudan, and Zambia.

To implement and manage this project IPPF requires a talented, dynamic and diverse team with broad experience in implementing global family planning and sexual and reproductive health (FP/SRH) programmes, commercial expertise, proven contract management, and the ability to deliver on donor requirements including through a payment by results approach.

1. JOB PURPOSE

The Deputy Director –Monitoring, Evaluation, Research and Learning (MERL) is part of a team of highly skilled professionals that drives the monitoring of programming deliverables and generates evidence to improve programming and shares evidence for other practitioners and policymakers on what works in increasing uptake of family planning and SRH services among target populations (e.g., youth under age 20 and people living in extreme poverty, with a disability, and/or in humanitarian situations). 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.

Overseeing a team of approximately five M&E and data experts and coordinating across the programme, the Deputy Director 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.

The Deputy Director advises 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.

This position will report into the Team Leader and will sit on the Project Senior Management Team.

2. KEY TASKS

- ✓ Lead all programme efforts related to evidence, data, research, and learning.
- ✓ Oversee and lead the project M&E team, including working within the senior project management team.
- ✓ Spearhead 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.
- ✓ Liaise with all partners to align generation of evidence for programming needs and ensure ownership.
- ✓ Ensure the capture of accurate and auditable data, including liaising with third party monitoring agency and research and evaluation contractors.
- ✓ Provide oversight for the development and management of custom data systems, DHIS2 products and other data apps as needed.
- ✓ Lead on the communication of the project's learning and results through papers, case studies and conferences.
- ✓ Lead on 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.
- ✓ To ensure gender is effectively mainstreamed within the remit of the post and in line with IPPF's Gender Equality Policy.
- ✓ To build and maintain positive relationships with all members of staff, and contacts within and outside the Federation.
- ✓ To become familiar with the Federation's Health and Safety Programme and Guidelines for using Visual Display Units. To do everything possible to ensure a healthy and safe working environment, including following instructions and guidance.
- ✓ To undertake such other reasonable duties as may be requested from time to time.
- ✓ The candidate must demonstrate an understanding of and commitment to safeguarding in local and international context and demonstrate a willingness to sign and adhere to IPPF's Code of Conduct and Safeguarding Policies.
- ✓ Responsible for the recruitment, capacity building and people management of the MERL team.
- ✓ Budget control of the MERL component of the programme.
- ✓ To advise the Senior Project Management Team, Project team, CO and RO colleagues, stakeholders and consortium partner leads on the learning and evidence aspects of the project.
- ✓ Responsible for interpreting, disseminating, and supporting the integration of evidence into practice.

PROFIL SPECIFICATION

- ❖ Master's degree in a relevant subject e.g., MPH, epidemiology, demography or qualified by experience.
- ❖ Formal training on research methodologies preferred.
- ❖ At least 12 years' 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 previous 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.
- ❖ Excellent interpersonal skills with a proven ability to influence and negotiate.
- ❖ Excellent verbal and written communication skills.
- ❖ Strong leadership skills including the ability to effectively engage a range of stakeholders.
- ❖ Excellent staff and team management skills – including global / virtual management.
- ❖ First rate quantitative and qualitative analytical skills.
- ❖ Excellent project management skills including experience of reporting to donor agencies.
- ❖ Excellent budget management skills.
- ❖ Excellent time management skills able to meet tight deadlines.
- ❖ Fluent in English essential. French and/or Arabic an advantage.
- ❖ Excellent IT skills.
- ❖ Willing to travel internationally from Nairobi to countries of implementation– about 60 days a year.
- ❖ Cultural sensitivity.

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.

COMPETENCIES

PROFESSIONALISM: Knowledge of the work of IPPFARO in the field of Advocacy, communications, resource mobilisation, partnership building, SRHR and Human rights. Understanding the functions of intergovernmental bodies. Ability to develop communications strategy and messaging for digital campaigning and media events; Understand of media relations and development of media support; Experience in developing media support in Africa for difficult mandates including SRHR and Human rights; strong experience in writing filming and producing images, blogs and stories for SRHR and human rights. Shows pride in work and in achievements; demonstrates professional competence and mastery of IPPF mandate, particularly in the areas of advocacy, communications, public relations and partnership building. Is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

COMMUNICATION: Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.

TEAMWORK: Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

PLANNING & ORGANIZING: Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

CREATIVITY: Actively seek to improve services; offer new and different options to meet unit's strategy; promote and persuade others to consider new ideas; take calculated risks – think “outside the box”; take an interest in new ideas; do not be bound by traditional approaches.

ASSESSMENT

Evaluation of qualified candidates may include a desk review and/or an assessment exercise which may be followed by competency-based interview.

HOW TO APPLY

Interested individuals should submit an application form in the [IPPFARO CV](#) form and a 1-page cover letter to: wish2recruitment@ippf.org with the job position you are applying for as the subject of the email by **23 June 2024**. **Please note that IPPFAR will not consider applications that are not done in the requested format.**

IPPF is an equal-opportunity employer. As a leading global human rights organization focused on equality, empowerment, ending discrimination, and poverty eradication, we internally reflect social justice principles. We, as IPPF, strongly oppose racism in all its forms and resolutely go for a cultural change that will shift the existing imbalances in power and process.

Applications are particularly encouraged from women, persons living with disability, and candidates openly living with HIV.

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.

IPPF has been made aware of various fraudulent vacancy announcements circulated via e-mail from websites falsely stating that they are issued by or in association with IPPF. These correspondences, which may seek to obtain money from the recipients of such correspondence are fraudulent and IPPF does not charge a fee at any stage of the recruitment process (application, interview, meeting, processing, training or any other fees).