



JOB POSTING – Monitoring, Evaluation and Learning Manager, Global

Organization:	Right To Play International
Department/Division:	Monitoring, Evaluation and Learning
Work location:	UK (London preferred)
Work arrangement:	A combination of in-office and remote-working in accordance with Right To Play's work arrangement and the operational needs of the department
Authorized to work in:	UK (Eligible to work legally without requiring sponsorship or work permit)
Target Hiring Range:	Gross £45,000 - £ 49,000 (GBP) per annum
Target Start Date:	Immediate
Contract Duration:	Permanent/Full-time
Closing Date:	Open until position is filled

BACKGROUND:

Right To Play is a global organisation that protects, educates and empowers children to rise above adversity using play. By harnessing play, one of the most powerful and fundamental forces in a child's life, we helped 2.3 million children last year to stay in school and out of work, to prevent life-threatening diseases like HIV and malaria and to stay safe from exploitation and abuse. We are the only global development organization focused exclusively on using play to transform the lives of children and youth impacted by poverty, war, disease and inequality.

Established in 2000, Right To Play reaches children through experiential programming in 15 countries in Africa, Asia, the Middle East, and North America. These programs are supported by our headquarters in Toronto, Canada; London, UK and eight national offices across Europe (Germany, The Netherlands, Norway, Sweden, Switzerland, UK) and North America (Canada, US).

With a shared passion for our mission, our Culture Code guides how we act and interact based on five core pillars:

- Accept Everyone – *Be intentional about inclusion*
- Make Things Happen – *Seek opportunities to lead and innovate*
- Display Courage – *Act with integrity*
- Demonstrate Care – *Look after yourself and one another*
- Be Playful – *Have fun at work*

Please visit [our website](#) to learn more about who we are and what we do, and [watch this video](#) to find out about the five pillars of our Culture Code.

JOB SUMMARY:

The Monitoring, Evaluation and Learning (MEL) Manager will support the transformation of Right to Play (RTP) into a learning and evidence-driven organization, ensuring effective systems and processes to ensure best practice



across the program teams. The MEL Manager, Global will be contributing to the implementation of RTP's MEL strategy across the organization and assigned countries which responds to the following strategic objectives: Implement an Evidence-Driven Approach, leveraging the use of technology to improve data quality and enabling real-time monitoring, learning and decision-making.

The MEL Manager, Global will oversee internal and external program evaluations to develop and promote a learning agenda to inform program strategy and funding decisions. The MEL Manager, Global's primary focus is to lead the design and implementation of projects' MEL systems and processes capable of tracking progress against identified targets and determining its effectiveness across assigned countries; to support the implementation of the information systems; and to support country teams in developing and implementing the monitoring and evaluation frameworks. They will also manage and oversee multi-country evaluations as well as lead on producing deliverables aligned with the MEL strategy's objectives.

Reporting to the Global Director, MEL working in close cooperation with other MEL team members in Right To Play's country offices and fundraising teams to achieve global goals for children, this role requires a high level of collaboration and coordination.

The MEL Manager, Global is required to travel locally and internationally (up to 50%). Given the impact of COVID-19, travel requirements may potentially change, and employees may work from home in the initial months of employment.

Job Responsibility #1: Quality Monitoring and Evaluation Framework and Systems (45% of Time):

- Leads in provision of technical support to ensure quality implementation of assigned RTP's program measurement strategies, with a specific emphasis on statistical metrics, rigorous sampling frameworks, and quantitative measurements.
- Manages the review of data coming from monitoring and evaluation systems such as DEVRESULTS to track the quality of RTP's multi-country, global programs and design improvement measures as required to adhere to current international standards and best practices in the education and/or health sector.
- Supports outcomes reporting processes by coordinating outcomes reports, reviewing content, providing technical support, and analysing global data.

Commissioning and Management of Evaluations

- Leads assigned countries' donor evaluations, ensuring evaluations are balanced across core evaluation principles and that they promote a learning agenda that builds the knowledge necessary to inform program planning, funding decisions, and strategic directions for the organization.
- Ensures that evaluation variables are strategically identified and donor requirements are measured.
- Leads and contributes to evaluation design, data collection methods and process, data analysis, and representation of findings using the highest scientific rigor and contextual relevance possible.

Research Design, Implementation and Partnership:



- Provides technical inputs into academic and operational research proposals and determining suitability and degree of alignment with organizational priorities. Develop guidelines and protocols for academic and operational research on Right To Play programs.
- Prepares papers, reports and articles for external public consumption that may include academic journals, industry publications, advocacy forums, other NGO's etc.
- Accurately presents Right To Play findings at conferences, forums, special interest groups nationally and internationally.

Learning, Dissemination, and Data Utilization (Internal and External)

- Ensures that staff across the organization are learning about and discussing findings from outcome assessments, evaluations, and research studies, and that key findings are informing ongoing planning and decision-making.

Job Responsibility #2: Implementation of the Measurement Strategy and Planning (20% of Time):

- Ensures assigned quality implementation of the organizational measurement strategy, monitors and reports on performance indicators and variances.
- Develops and manages assigned sections of MEL strategy, annual plans and budgets for implementation of Global MEL priorities and change projects.
- Leads on assigned research that advances the ability of Right To Play to contribute to the field of knowledge in our sectors of operation.
- Participate and provides MEL technical inputs for Community of Practice (CoP) Meetings.

Job Responsibility #3: Country Office Collaboration and Support (25% of Time):

- In collaboration with Country Office MEL colleagues, supports and provides technical guidance to country-level MEL staff with the implementation of key measurement activities.
- In collaboration with Country Office MEL colleagues, works to develop a strong monitoring and evaluation frameworks across the different RTP thematic areas.
- Engages regularly in the MEL Community of Practice with Country Office MEL colleagues.
- Supports MEL staff in the implementation of the Global MEL Strategy and related systems, processes and tools and provides solutions to the challenges in their implementation.
- Leads, mentors, trains and provides technical support to the M&E Team (including Field Offices) to build capacity in M&E systems and to enhance M&E vision and systems.

Job Responsibility #4: Program Planning and Organizational Support (10% of Time):

- Provides technical support in evaluation systems, Results-Based Management and project development.
- Collaborates with Right To Play teams to support resource development, effective training delivery, project planning and development, proposal writing program implementation, and communications.
- Reviews annual program plans to ensure adequate and complete monitoring and evaluation plans are included.
- Performs other duties as assigned.

EDUCATION/TRAINING/CERTIFICATION:

- Bachelor's degree or equivalent in social sciences, international development, or related field.
- Training or certification in statistics, program evaluation, mixed and quantitative measurement strategies, and/or research methods.

EXPERIENCE:

- Minimum 6 years of experience in the International Development and/or Humanitarian sector with substantial overseas experience.
- Managing program evaluation in the international development context.
- Providing technical support and managing program evaluations in a multi-country setting.
- Developing measurement frameworks for education or health programs.
- Experience in quantitative and qualitative data collection, analysis and reporting and the creation and sourcing of appropriate measurement tools.
- Working with major international development donors or foundations.
- Implementing systems for capturing impact and performance data to facilitate organizational learning and evidence.

COMPETENCIES / PERSONAL ATTRIBUTES:

- Strong analytical and conceptual skills to think and plan strategically and the ability to translate this into practical and feasible operational program planning both in written and verbal formats.
- Proven ability to gather, analyse and assess evidence and to prepare concise and well-written evaluation reports for different audiences – technical specialists, management, government, donors, and other stakeholders.
- Patient, adaptable, flexible, able to improvise and remain responsive and communicate clearly and effectively under pressure, working with a wide range of stakeholders.
- Demonstrates a high level of interpersonal and cross-cultural skills including the ability to build collaborative relationships internally and externally with sensitivity to cultural, ethnic, social and political issues.
- Highly adaptable and able to collaborate with people from various backgrounds and cultures.
- Ability to work with vulnerable people and ensure high safeguarding standards when undertaking data collection.

KNOWLEDGE/SKILLS:

- Strong analytical skills, including research.
- Proficient experience of working with Microsoft Office applications.
- Extensive use of tools and resources for mobile data collection.
- Demonstrated ability with budget management.

LANGUAGES:

- Fluency in spoken and written English.



DESIRED QUALIFICATIONS (An Asset):

- Master's degree in social sciences, international development or equivalent experience and education.
- Fluency in spoken and written French.
- Experience in the field of education and technology, and/or Sexual and Reproductive Health (SHR) and Gender-based Violence (GBV).
- Knowledge and experience of quantitative data analysis software (e.g. SPSS, STATA, etc.)
- Knowledge and experience with data visualisation software (e.g. PowerBI, Tableau, etc.)

WHO YOU ARE:

You are an aspiring global professional with an attention to details and data. You can manage complex processes and have an inherent passion for research and evaluation-type activities. You are also passionate about global issues and would like to contribute to international development through monitoring, evaluation, and learning.

WHAT YOU'LL GET:

The opportunity to work with a passionate, innovative and collaborative team where you have the ability to make things happen. You will gain experience working for a globally recognized organization with a healthy culture premised on our Culture Code (**accept everyone, make things happen, display courage, demonstrate care and be playful**). In addition, we offer a competitive salary and benefits package including flexible work policy (e.g. work from home and flexible hours), 25-day annual leaves, and up to 5 personal learning and development days per year.

HOW TO APPLY:

If you are interested in applying for this position, please apply [here](#) to upload your resume and cover letter in English.

While we thank all applicants for their interest, only those selected for interviews will be contacted. **Shortlisting of applications will begin immediately and interviews may be held before the closing date.**

Right To Play provides equal employment opportunities to employees regardless of their gender, race, religion, age, disability, sexual orientation or marital status. As such, we encourage groups who have been historically disadvantaged with respect to employment to apply for positions at Right To Play. We offer a family-friendly environment that allows for flexible work arrangements in order to support staff diversity and ensure a healthy work-life balance.

We are a child-centered organization. Our recruitment and selection procedures reflect our commitment to the safety and protection of children in our programs. **The successful candidate will be required to provide a satisfactory Vulnerable Sector Screening or equivalent criminal check as a condition of employment.**



Should you require any form of accommodation during the recruitment process, kindly contact the People & Culture team by email at careers@righttoplay.com

To learn more about who we are and what we do, please visit our website at www.righttoplay.com.