



## **JOB OPPORTUNITY**

### **ABOUT GLAMI**

GLAMI mentors secondary school girls in Tanzania to complete their education, develop into confident leaders, and transform their own lives and their communities. We equip girls to overcome challenges and reach their full potential because educated girls create lasting positive change. The outcome is proactive, resilient, and socially responsible girls who secure better jobs, raise healthier families, and increase the standing of women in society.

### **Senior Monitoring, Evaluation, Research and Learning (MERL) Manager**

#### **Job Overview:**

The Senior Monitoring, Evaluation, Research and Learning (MERL) Manager provides strategic leadership for GLAMI's MERL function, ensuring the organization generates and uses high-quality evidence to inform program design, implementation, learning, and decision-making. The role leads the development and management of MERL systems, research, evaluations, data quality, and organizational learning while ensuring compliance with donor requirements and supporting continuous program improvement.

The Senior Monitoring, Evaluation, Research and Learning (MERL) Manager reports directly to the **Director of Programs**

### **DUTIES & RESPONSIBILITIES**

## ***Leadership***

- Provide strategic leadership and oversight for GLAMI's Monitoring, Evaluation, Research and Learning (MERL) function.
- Lead the implementation and continuous improvement of GLAMI's MERL Framework in alignment with the Strategic Plan.
- Ensure the effective implementation of the Theory of Change across all programs.
- Provide technical leadership to program teams on monitoring, evaluation, research, learning, and evidence generation.
- Represent GLAMI in MERL technical working groups, donor meetings, stakeholder engagements, and learning forums.
- Lead organizational learning initiatives and promote evidence-based decision-making across departments.

## ***Monitoring, Evaluation and Learning***

- Develop and implement organization-wide MERL systems, frameworks, tools, and guidelines.
- Track organizational Key Performance Indicators (KPIs) and Strategic Plan performance.
- Oversee baseline, midline, endline, and impact evaluations.
- Conduct routine data quality assessments and institutional data audits.
- Produce high-quality quarterly, annual, and donor reports.
- Facilitate quarterly data reflection and organizational learning sessions.
- Ensure program implementation is informed by high-quality evidence and performance data.

## ***Life Skills Measurement and Impact Assessment***

- Lead implementation of GLAMI's Life Skills Measurement Index (LSMI).
- Oversee baseline, midline, endline, and longitudinal assessments.
- Monitor scholar progression and long-term outcomes.
- Analyze empowerment outcomes and recommend program improvements.

## ***Capacity Building***

- Supervise, mentor, and coach MERL staff and other staff where needed.
- Develop MERL manuals, guidelines, and standard operating procedures.
- Promote a culture of accountability, continuous learning, and innovation.

## ***Planning and Organizational Support***

- Develop annual MERL work plans and departmental budgets.
- Integrate MERL activities into project planning and proposal development.

- Monitor implementation of MERL activities against approved work plans.
- Support organizational strategic planning and annual performance reviews.

### ***Human Resources and Office Administration***

- Supervise staff under the MERL department.
- Conduct performance planning and annual performance reviews.
- Work closely with HR to identify staff training needs through PDPs and build staff capacity in monitoring, evaluation, research, and data quality.
- Approve leave and monitor MEL staff attendance.
- Coach and support staff professional development.
- Ensure compliance with organizational HR policies.

## **QUALIFICATIONS**

You are the right fit for GLAMI if you are passionate about girls' education and empowerment and have a genuine commitment to using evidence and learning to improve programs that transform the lives of adolescent girls across Tanzania.

**Education:** A Master's Degree is required in Monitoring and Evaluation, Statistics, Economics, Public Health, Development Studies, Social Sciences, Data Science, Research Methods, or any other closely related fields.

### **Experience:**

- Minimum of 5–7 years of progressively responsible experience in Monitoring, Evaluation, Research and Learning.
- At least 5 years in a leadership or management position supervising MERL teams.
- Experience managing donor-funded programs.
- Demonstrated experience in designing evaluations, sampling methodologies, and impact assessments.
- Experience working with adolescent girls' empowerment, education, SRHR, or youth development programs is highly desirable.
- Experience managing digital information systems such as Salesforce, KoboToolbox, DHIS2, Power BI, or similar platforms.
- Strong experience in donor reporting and results-based management.

### **Skills:**

- Strong leadership and team management skills.
- Advanced quantitative and qualitative analysis skills.
- Excellent report writing and presentation skills.

- Strong communication skills in English and Kiswahili.
- Excellent planning, organizational, and project management skills.
- Ability to manage multiple priorities and deadlines.
- Strong facilitation and stakeholder engagement skills.
- High ethical standards and attention to detail.

**Knowledge:**

- Excellent knowledge of Monitoring, Evaluation, Research and Learning systems.
- Strong understanding of Theory of Change, Results-Based Management, and Logical Framework approaches.
- Knowledge of data governance, safeguarding, ethical research, and donor compliance.
- Understanding of Tanzanian NGO regulations and development programming.
- Knowledge of girls' education, gender equality, safeguarding, and adolescent development.

To learn more about GLAMI, please visit our website [www.glami.or.tz](http://www.glami.or.tz)

To apply, please submit an updated CV and a one-page cover letter in a single PDF file to

[recruitment@glami.or.tz](mailto:recruitment@glami.or.tz)

The application is open for 12 days and will close on **19th July 2026** after business hours.