

Position: MEL Experts (Multiple Positions)

Opportunity Type: Full-Time Job

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Location: Harare, Zimbabwe

About the Organization:

Connexus Corporation is an international development consulting firm that provides consulting services in the areas of finance and enterprise development. Connexus' mission is to provide high quality global consulting services to transform international development and build local capacity. Connexus is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, sexual orientation, or gender identity.

About the Job:

Connexus is seeking Monitoring, Evaluation, and Learning (MEL) Experts for the upcoming USAID/Zimbabwe ZimCycle activity. The ZimCycle activity is anticipated to pursue the following objectives: 1) provide a platform for the procurement of a suite of technical and advisory services that strengthen the USAID/Zimbabwe Mission's program cycle processes, as well as the implementing partners' and program participants' capacity to feed into those processes; 2) improve knowledge management and enhance the use of data and evidence in programmatic decision-making; 3) improve USAID/Zimbabwe's and the implementing partners' Monitoring, Learning, and Evaluation (MEL) and program cycle capacity. The MEL Experts will be responsible for different MEL functions, as listed below.

Candidates should have expertise in one or more of the following areas:

- **Performance Monitoring** – Develop performance management plans and identify key performance indicators and data collection methodologies to facilitate ongoing performance monitoring.
- **Evaluations** – Design and facilitate performance and impact evaluations at the USAID Mission, portfolio, and project level.
 - Ensure evaluation results are accessible and actionable to inform future programming and enable adaptation within the Mission.
- **Data Quality Assessments** – Conduct data quality assessments to ensure data collection methods, data entry processes, data storage, and dissemination of data are sufficient for high performance in MEL functions.
- **Data Management** – Design and implement data management platforms to store and disseminate real-time information for evidence-based decision making.
- **Capacity Strengthening in MEL** – Equip USAID/Zimbabwe, implementing partners, and program participants with the necessary skills and knowledge to ensure robust monitoring, rigorous evaluation, and continuous learning.
 - Identify gaps in capacity and develop tailored capacity strengthening plans in collaboration with stakeholders.
 - Facilitate training and mentorship functions in a variety of MEL areas to increase performance in monitoring and evaluation functions.
- **Collaborating, Learning, and Adapting (CLA)** – Promote CLA amongst the Mission, implementing partners, and key stakeholders throughout the program cycle.
 - Facilitate knowledge sharing events such as pause and reflect sessions, portfolio reviews, and communities of practice.
 - Integrate CLA principles into MEL systems and activities.
- **GIS** – Collect and analyze spatial data to provide visual insight into geographic distribution of program impact.
- **Communications** – Utilize MEL findings to create and disseminate learning and knowledge sharing products amongst key stakeholders in the program cycle.

Qualifications:

- Master's degree in economics, development studies, business administration, or another related field (specialized training in MEL required).

- Proven research design and analytical skills with 5 years of development economics research or monitoring and evaluation experience in a development setting, preferably in Zimbabwe. USAID or other international donor experience preferred.
- Demonstrated capacity to assemble and write an analytical product based on qualitative and quantitative data.
- Experience applying evidence to help clients analyze problems, devise strategies, and design or adapt programming based on data.
- Experience designing and/or facilitating staff MEL training and/or supporting MEL capacity-building initiatives.
- Excellent written communication skills.
- Strong analytic, interpersonal, and team management skills.
- Professional fluency in English required; Additional local language skills a plus.

Deadline: June 30, 2024

How to Apply:

Interested candidates can send their resume and cover letter to careers@connexus.email with “MEL Expert – ZimCycle” in the subject line. Please specify which area of expertise you are applying for. No phone calls please.