

## **Head of Monitoring and Evaluation**

### **Company Overview**

The Pharo Foundation (“the Foundation”) is a privately funded entrepreneurial organisation that runs philanthropic programmes as well as for-profit social enterprises. The Vision of the Foundation is an economically vibrant and inclusive Africa. The Mission is to achieve the Vision by investing in the human and physical capital of Africa, with a strong focus on job creation.

Established in 2011 as a UK based non-profit, the Foundation has since made a strategic shift to directly design and implement its own programmes to ensure greater engagement with communities, better results and increased accountability. The Foundation has carried out numerous projects in East Africa, with a focus on Ethiopia and Somaliland. The key themes for the philanthropic side of the Foundation are education, health, water and agriculture. At the end of 2019, the Foundation started its Social Enterprises franchise to prioritise sectors where the Foundation believes a real impact can be made by establishing self- sustaining businesses which focus on job creation.

Headquartered in London, the Foundation has an operational Head Office in Nairobi, Kenya with country offices in Ethiopia (Addis Ababa and Assosa) and Somaliland (Hargeisa) with further expansion plans in East Africa.

### **Position Summary**

The Head of Monitoring and Evaluation (“the HME”) is an exciting leadership role within The Pharo Foundation and will be based in Nairobi. This career enriching position is an ambitious challenge for a self-driven individual seeking to make an impact in East Africa by leveraging their relevant skills and experience.

As the scope and depth of its projects continue to grow at a rapid pace, the Foundation is keen to establish a robust Monitoring and Evaluation (M&E) infrastructure across the organisation to better control and improve its projects and results. The ultimate aim is optimal efficiency of resources and time, improved learning and greater impact.

The HME will be entrusted with the responsibility of establishing and supplementing the M&E infrastructure of the Foundation and managing the M&E teams across countries and all disciplines of operation. The M&E teams will be involved in all projects from inception and will be pivotal in determining the viability and impact of any project before it is considered for implementation. The M&E teams will continuously monitor and evaluate each project from beginning to post-completion, feeding the learnings back to the project teams for continuous improvement. This role therefore presents a wonderful opportunity for a genuinely driven, curious and passionate individual to affect real change.

There will be a significant travel component to this position and the opportunity to visit our integrated programmes in the region. Working in a collaborative fashion and with highly committed colleagues, the

position offers an incredible opportunity to an individual who respects and understands the local cultures and values and yet embraces and can work within international work ethics and standards.

**Role:** Head of Monitoring and Evaluation

**Reporting to:** CEO (London)

**Functional Relationships:** Country Heads (Ethiopia, Somaliland and Rwanda), Heads of Programs (Ethiopia, Somaliland and Rwanda).

**Direct reports:** Monitoring and Evaluation teams (Ethiopia, Somaliland and Rwanda)

### **Key duties and responsibilities**

- Establish and enhance the Monitoring and Evaluation teams as needed across all operations
- Design and implement the required Monitoring, Evaluation and Assessment frameworks for carrying out feasibility studies, technical assessments, baseline and other surveys appropriate to the Foundation's Vision, Mission and objectives.
- Build organisational knowledge and skills in research, monitoring and evaluation and provide in-depth training, including developing learning documentation for continuous reference to by the team.
- Coach and nurture the talent in the M&E teams, co-constructing performance goals, objectives, development plans and providing on-going constructive performance feedback.
- Ensure that lessons learnt in monitoring, evaluation, accountability and impact assessments are documented, shared and considered in the design of new projects and technical plans and are discussed during periodic program reviews and ultimately fed into current work and future program development.
- Advocate for systematic monitoring and evaluation of the programmes with the country teams to assess progress against objectives, to continuously learn and improve as necessary.
- Partner with heads of programmes to undertake periodic external evaluations and implement quality assurance mechanisms to assess achievement of objectives and to highlight challenges faced and lessons learnt.
- Create a results-based monitoring, evaluation and accountability framework that will contribute towards the improved effectiveness of programme design, execution, impact and influence.
- Develop and oversee the operating budgets of the country M&E teams with the support of the finance teams and CEO.
- Contribute to the compilation of succinct M&E progress reports to the CEO and Board of Trustees.

### **Qualification Requirements**

- The ideal person should possess a relevant Masters degree and/or an MBA. Membership of a professional association in Monitoring and Evaluation will be an added advantage.
- S/He must possess a minimum of twelve (12) years related professional experience, preferably with an international organisation; Six (6) of these must have been in leadership roles in monitoring, evaluation and impact assessment.
- Prior experience of working across diverse entities or subsidiaries in monitoring and evaluation, data analysis, interpretation and making appropriate recommendations using best in class Monitoring and Evaluation systems and tools.
- A self-starter with initiative and the ability to multi-task, work under pressure and meet deadlines.
- Experience in setting up Monitoring and Evaluation teams and enabling direct reports to unlock their full potential will be an added advantage.
- Excellent communication skills both when working with peers and colleagues, as well as when remaining an approachable and accessible figure to direct reports.

### **Behavioural Competencies**

- Strong, data-driven individual with solid pedigree and experience of leading Monitoring and Evaluation departments across geographies.
- Superb management skills: able to manage and motivate a wide variety of employees from diverse backgrounds in a professional and compelling manner.
- Dedicated team player with demonstrable experience in setting up best in class monitoring and evaluation system and processes at scale.
- Problem solving and creative thinking skills with the ability to get results in unstructured environments.
- Demonstrable track record in implementing monitoring and evaluation best practice policies and processes in emerging markets.
- Self-assured, internally motivated and passionate individual driven to succeed and make a difference.
- High levels of integrity, professionalism, resilience, accountability, commitment and determination.

### **Application Procedure**

Review of applications will begin as soon as they are received, and only **complete** applications will be reviewed. In the event that an outstanding applicant is identified early in the search process, we reserve the right to appoint before the deadline. For this reason, we encourage interested and suitably qualified candidates to apply at the earliest possible time. Due to the high volume of applications, we regret that we will only be able to contact short-listed candidates.

Please send the information listed below, as a single PDF file, to the following email address:

[recruiting@pharofoundation.org](mailto:recruiting@pharofoundation.org)

1. A detailed CV and Cover Letter
2. A 1,000-word essay on:
  - 1. What experience have you gained that makes you the most qualified candidate for the role?
  - 2. What challenges do you foresee in building a data driven Monitoring and Evaluation department and what steps will you take to successfully resolve these?
3. A one-page list of five references with current addresses, phone numbers, and email contacts.