



Position: MEAL Manager

Location: Cambodia, the Philippines, Liberia, Sierra Leone, or USA (Hybrid remote work schedule based at one of the World Hope offices)

Direct Report: Chief Operating Officer

Background:

World Hope International (WHI) is a global, Christian relief and development organization operating in 12 countries, including an affiliate fundraising entity in Canada. WHI's expertise is in global health, water and energy, and social protection, serving approximately 1 million people per year regardless of ethnicity, gender, race, and religion.

For over 25 years, WHI has pursued a vision of a just, safe, and equitable world. Our history demonstrates that effective and practical solutions exist to complex problems. Transformative change happens when marginalized communities experience opportunity, hope and dignity supported by innovative community, church, government, and private sector partnerships.

Job Purpose:

World Hope International is seeking an experienced MEAL professional to support knowledge management for international programs in Health and Nutrition, Water and Energy, and Social Protection. The WHI MEAL Lead develops, implements, and continuously improves monitoring, evaluation and learning capabilities for all project activities, in coordination with the head of programs, technical directors, and country leaders.

Essential Functions:

1. Ensure WHI's monitoring, evaluation, accountability, and learning (MEAL) policies remain relevant and effectively managed.
 - Lead in MEAL policy development and oversight through capacity building of staff and engagement with the executive team.
 - Assist in the development of MEAL plans for the global program strategy.
 - Ensure each project has a robust MEAL framework complying with WHI policy and donors' requirements.
 - Set up relevant methodologies and tools to ensure efficient tracking of relevant activities and output indicators in support of the head of programs.
 - Carry out regular data quality audits and their supporting systems.
2. Ensure quality reporting and data monitoring.
 - Ensure results and information are regularly shared across teams and feed meaningfully into program design and implementation plans.
 - Enable accountability through monitoring systems in donor reporting and outcomes tracking.
 - Write MEAL reports and prepare presentations and findings for internal and external stakeholders.
 - Support country and technical leads in the coordination of external evaluations.
 - Work closely with management on the implementation of major grant and research projects.

3. Build MEAL capacity and engagement within WHI.
 - Assess and develop skill sets in MEAL with all levels of staff.
 - Co-lead lessons learned and evaluations workshops with programs staff and partners.
 - Build/maintain systems for effective data management at the project and global level.
 - Maintain strength assessments of technical and country units in MEAL with measurable plans for building local capacities (partners, staff, and systems).
 - Build effective support relationships and information flow among business units (finance, legal, communications) and participate in program leadership meetings.
 - Support the Business Development in competitive project MEAL frameworks and design.

4. Strengthen WHI's professional presence in technical conferences, research publications, and relevant donor communities.
 - In partnership with the business development and technical leads, establish strategies for increasing WHI's learning engagement with SGD partners.
 - In collaboration with technical leads and university partners, increase WHI's presence in research publications.
 - In support of marketing and communications, enable data for "smart" and relevant public engagement.

Minimum Education / Experience:

- Bachelor's degree required. Master's degree or relevant post graduate education preferred.
- A minimum of 7 years of relevant humanitarian and development INGO experience required.
- Demonstrated knowledge of MEAL concepts and international humanitarian quality standards.
- Previous MEAL experience in at least one of World Hope's program areas – Water & Energy, Social Protection or Health & Nutrition.
- Excellent budget, data, and grant tracking competencies.
- Experience in data collection, analysis, and business report writing.
- Demonstrated abilities in the design and implementation of MEAL systems.
- Experience in effective team membership and communication at a management level.
- Demonstrated MEAL field experience and competencies in collecting, analyzing, and presenting data to a variety of audiences through presentations, training, and other methods.
- Proven ability to prioritize tasks and meet deadlines in a fast pace, complex, decentralized, and geographically diverse organizational culture.
- Strong communications skills, oral and written. Must be able to work quickly in creating concise documents.
- Strong interpersonal skills and experience working on a multicultural team.
- Proficient computer skills – especially the Microsoft Suite of applications (Word, PowerPoint, Excel, SharePoint).
- Experience in research and technical publications preferred.
- Commitment to the values and mission of WHI.

Working Environment / Conditions:

Standard office environment. Hybrid office/remote possible at any WHI office location (Sierra Leone, Cambodia, the Philippines, and Liberia). Domestic and international travel required (8-10 weeks per year).

Benefits include paid holidays, sick leave, paid vacation, parental leave, pension plan, and medical benefits.

Salary: \$45,000-\$70,000 US based (Salary range varies by international location)