

## VACANCY ANNOUNCEMENT (028-YGN/10/April/2019)

(For Myanmar National Only)

At the heart of Pact is the promise of a better tomorrow. The promise of a healthy life. Of a decent livelihood. Of sustainable natural resources that benefit communities. Now more than ever in its 42-year history, Pact is helping millions of people who are poor and marginalized discover and build their own solutions and take ownership over their future. Pact enables systemic solutions that allow those who are poor and marginalized to earn a dignified living, be healthy, and take part in the benefits that nature provides. Pact accomplishes this by strength local capacity, forging effective governance systems, and transforming markets into a force for development.

**Position Title:** Deputy Director, Monitoring, Evaluation and Learning  
**Location:** Yangon, Myanmar  
**Department Name:** MEL Department

### Department Overview

The **Deputy Director, Monitoring, Evaluation and Learning** will serve as the lead of the MEL Department at Pact Myanmar located in Yangon. The MEL Department is responsible for monitoring, evaluation and learning of all Pact Myanmar projects. The two largest projects currently in the Pact Myanmar portfolio are: ACESM and EH.

The Advancing Community Empowerment in Southeastern Myanmar (ACESM) project, supported by the US Agency for International Development/Burma, aims to support communities in their empowerment processes by reducing vulnerabilities, promoting community participation in decision making, and strengthening mechanisms for more responsive and accountable local governance. The Essential Health (EH) project, supported by the US Agency for International Development/Burma, aims to support the acceleration of the ability of the health system to provide equitable, quality services essential to all members of the population.

### Position Purpose

Pact seeks a highly skilled and enthusiastic leader for Pact's dynamic and highly strategic MEL department in Myanmar. This position, which will report directly to the Programs Director and be at the very senior Deputy Director level in our structure, will oversee a team of M&E and Learning professionals, and will have considerable scope for developing and executing our M&E, learning and knowledge management systems and approaches. This unique opportunity will provide the right candidate with the opportunity to shape and implement the Evidence Learning Strategy for our integrated development program portfolio with active contracts in excess of \$70 million in Myanmar.

Pact Myanmar is currently funded by USAID, DfID, LIFT and multiple private sector organizations. As a thought leader for community-driven, integrated development globally, the program portfolio cuts across multiple sectors – including health, livelihoods, governance, access-to-finance, renewable energy, WASH, disaster risk management, gender and social inclusion – implemented across the country, including in conflict-affected areas. The MEL Deputy Director will sit on the Senior Management Team and will be responsible for managing a team of 15 staff nationwide, leading on all monitoring, evaluation and learning activities across the country program portfolio. This position will be based in Yangon with regular travel to field offices.

## Key Responsibilities

### Technical Leadership:

- Lead all MEL activities for Pact Myanmar's programs portfolio and within the country office.
- Develop and oversee the implementation of project MEL plans that meet donor requirements and maximize evidence generation and use for decision-making, adapting, accountability and learning.
- Contribute to proposals for new projects and lead the development of MEL and CLA plans.
- Ensure integrated and strategic evidence & learning strategy across projects and facilitate its use.
- Implement the Collaboration, Learning & Adaptation approach in all Pact's work
- Design and oversee implementation of internal research, evaluation and other studies.
- Ensure timely data analysis and MEL relevant inputs to project reports and other communications outputs.
- Institutionalize efficient data flows across projects, partners and offices, and conduct regular data quality assessments.
- Facilitate regular updates of the country office's organizational scorecard.
- Contribute to Pact's global MEL.
- Oversee regular indicator reporting to Pact's headquarters in DC.

### Management & Advocacy:

- Manage a team of 15+ staff across multiple offices by providing leadership; with three direct reports.
- Be highly proficient in public speaking and giving concise and insightful presentations of complex data.
- This role requires exceptional ability to manage effectively across matrix-style structures, and to engage with diverse internal and external stakeholders.
- Ensure local and international implementing partners produce relevant and high-quality data to feed into the internal MEL system.
- Promote the MEL function and evidence-driven development across the country office and among external stakeholders. Represent the country office at relevant external events.
- Develop terms of reference for and oversee the implementation of research, evaluation and other studies through external contractors.

### Capacity Development:

- Mentor, train and link department and other staff, as relevant with MEL professional development opportunities.
- Support and mentor local implementing partners for organizational MEL capacity development.
- Facilitate evidence-based learning and adapting across the organizations and its partners.

## Essential Qualifications

- Advanced degree (Master's or equivalent) in social science, sociology, anthropology, public health, development studies or another relevant discipline, with significant focus on research methodology and organizational learning.
- Minimum of seven (7) years of relevant professional experience in research, monitoring, evaluation and learning in international development.
- Demonstrated leadership for MEL and learning approaches (e.g. CLA) in prior roles.
- Extensive experience developing and implementing MEL plans and systems for major donors, including USAID.
- Track record in producing analysis (incl. experience with relevant tools) and inputs for reports and other communication outputs.
- Experience in at least two of Pact Myanmar's sectoral program areas: health, livelihoods, governance, WASH, conflict reduction and mitigation, gender and social inclusion, access to finance, renewable energy.
- Extensive experience with qualitative and quantitative research and evaluation design and implementation, including managing external consultants.
- Professional communications skills in spoken Myanmar and English language

### *Desirable*

- Experience in designing and implementing MEL for multi-sector, integrated development programs.
- Experience in designing and implementing MEL across projects and for multiple donors; in addition to USAID.
- Experience with designing and implementing political economy analysis.
- Experience with DHIS2.
- Prior experience in conflict-affected areas is a highly distinct asset.
- Women and Myanmar nationals are strongly encouraged to apply.

Interested candidates are invited to submit a cover letter and resume, including contact details, two referees and vacancy reference addressed to the following contact by **30 April 2019 (Tuesday) 5 PM (MMT)**.

#### **Assistant HR Manager, Pact in Myanmar**

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