



Mission inclusion supports innovative and mobilizing community actions in favor of the social inclusion of vulnerable or marginalized people in 14 regions of Quebec and in 12 countries around the world.

One of the few foundations in Quebec to show its solidarity at home and abroad, **Mission inclusion** supports actions resolutely focused on profound and lasting social change. It builds quality relationships with partners, many of whom have marked the social development of their countries.

Mission inclusion, in 2019, adopted a new name and programming strategy, which are a great source of motivation for its team, and is currently looking to fill the position of:

MONITORING, EVALUATION, ACCOUNTABILITY AND LEARNING (MEAL) COORDINATOR

Nairobi, Kenya (national position staff)

JOB SUMMARY

Under the supervision of the Chief of Party, and in close collaboration with the Monitoring, Evaluation, Accountability and Learning (MEAL) Senior Advisor based in HQ and the MEAL Officers based in the field offices, the MEAL Coordinator will develop and oversee the implementation of the Program MEAL system and provide leadership and technical support to the field teams. The position requires to have extensive experience with MEAL methodologies and tools, and results-based management (RBM). The program wishes to promote feminist MEAL, as an integral part of social change, which includes being inclusive in data collection with innovative activities to push power relations in communities, share knowledge with women and vulnerable groups targeted by the project in order to promote transformation in power relations.

PROGRAM SUMMARY

Mission inclusion, in a consortium with the International Union for Conservation of Nature (IUCN) and local partners, aims to deliver the Regenerative Seascapes for People, Climate, and Nature Program. This program is funded by Global Affairs Canada and has the objective of enhancing the physical and socioeconomic resilience of people living in coastal communities to adverse impacts of climate change in the Western Indian Ocean (WIO) region. Anchored to the WIO-led and Africa-driven Great Blue Wall (GBW) initiative, the establishment of a network of sustainable, resilient, and inclusive seascapes to reduce vulnerability to adverse impacts of climate change of 350,000 persons, including women, men and young people, living in coastal communities in Kenya, Tanzania, Mozambique, Comoros and Madagascar.

The program is built upon three key pillars: Blue Planet (conservation), Blue Nature (NbS focus), and Blue People (women's and youth leadership in the blue economy). These pillars will be supported by Blue Partnerships, serving as a cross-cutting element. Blue Partnerships pillar aim to cultivate innovative and unconventional collaborations to address climate change impacts and promoting sustainable development and to expedite the attainment of the objectives.

ROLES AND KEY RESPONSIBILITIES

- **MEAL Leadership:** Provide leadership on the MEAL aspects of the Program. Coordinate MEAL Officers work for harmonized Program intervention in respect to specific contexts, facilitate mutual learning and sharing of best practices and lessons learned, provide individual and group support and

mentorship. Explore innovative activities for gathering evidence and questioning knowledge, meaning, and power within communities. Guide MEAL officers to become facilitator who understands relationships of power in communities, how to work with local teams in their relations with local organizations and communities, including organizational capacity building and data collection. Provide and supervise MEAL processes with a feminist approach and RBM coaching to the MEAL officers, local teams, and local organizations.

- Actualization and Implementation of a MEAL Plan: Ensure the MEAL Plan is updated and effectively implemented, taking into account a feminist perspective. Ensure that the Program Measurement Framework (PMF) is understood and embraced. Develop MEAL tools, strategies, and processes that are customized to the unique context of the program, including the establishment of an online database, creation of indicator reference sheets, utilization of data collection tools, and other necessary resources.
- Monitoring and evaluation: Following the developed MEAL Plan, coordinate, and oversee the data collection, analysis, monitoring and review of disaggregated quantitative and qualitative with the different MEAL officers, local teams, and local organizations.
- Reporting: Oversee and compile the PMF for every operational and annual reports. Highlight collective local knowledge. Ensure the effective overall quality and use of MEAL and RBM standards and best practices. Ensure the overall demonstration the Program's impact and outcomes by collecting case studies, stories of change, examples, citations, etc.
- Learning and knowledge strategy: Develop learning and knowledge strategy to facilitate the identification, capitalization, and dissemination of lessons learned and best practices. Knowledge is a source of power and project participants must be valued as contributors and be included in restitution of collective learning.
- Accountability: In collaboration with the Gender Equality Coordinator, and team, develop and implement context-specific complaints and feedback mechanisms including Protection from Sexual Exploitation and Abuse (PSEA).

EDUCATION AND EXPERIENCE

- Bachelor's degree in Monitoring-Evaluation, International Development, Social Sciences, Climate Justice or a relevant technical area.
- At least 5 years of experience in MEAL coordination or advisory roles as well as technical experience working with Programs that are of a similar scope and scale to this Program.
- At least 2 years of experience within major donor funding, including multi-country grants. Knowledge of GAC's rules, regulation and procedures preferred.
- Demonstrated experience of MEAL and RBM (methodologies and tools).
- Fluency in English required. French, Kiswahili and/or Portuguese a plus.
- Excellent computer literacy: Experience in MS Office package, Information management systems and Databases as well as Web Conferencing Applications.

KNOWLEDGE, SKILLS, AND ABILITIES

- Experience in designing, monitoring and evaluating climate change adaptation project with a gender focus, ideally with a feminist approach.
- Strong strategic, analytical, systems thinking, and problem-solving skills, with capacity to see the big picture and ability to make sound judgment and decisions.
- Excellent ability to produce reports and analyze statistical data.
- Strong training, coaching and communication skills.
- Excellent oral and written communication skills.
- Proactive, resourceful, solutions-oriented and results-oriented.

CONDITIONS OF EMPLOYMENT

- Remuneration: competitive and advantageous salary package (Based on internal Salary scale), with a full range of benefits.
- Duty station: Nairobi, Kenya, with up to 40% of the time travel (WIO region and international events).
- Contract type: fixed term contract.
- Target start date: as soon as possible.

HOW TO APPLY

Interested and qualified candidates should follow the instructions below:

- Send their resume and a cover letter, both in English, by email only, to [email address].
- In the subject line of the email, use the position name "MEAL Coordinator".
- Name their documents as follows: "Firstname Lastname_Resume" and "Firstname Lastname_Cover Letter".
- The application deadline is July 25, 2023, at 00:00 Eastern Africa Time.

Only those selected for an interview will be contacted.

Human Resources Department / Mission Inclusion

Website: <https://missioninclusion.ca/>

Email: HR-RH.international@missioninclusion.ca

Mission Inclusion is an inclusive workplace that embraces accessibility, diversity, and equality. At any time during the recruitment process, as long as it meets the requirements of the position, a candidate may request an accommodation. Mission Inclusion applies a non-discriminatory approach to recruitment and promotes a diverse workforce