

Segal Family Foundation



We are seeking a Monitoring Evaluation & Learning Consultant

Segal Family Foundation is looking to engage a Monitoring, Evaluation and Learning (MEL) consultant to provide overall technical guidance and support in the design and implementation of our MEL-related activities.

Join us in changing the game and re-imagining monitoring and evaluation practice to shift power and accountability in philanthropy in favor of grantees and communities.

Consultancy deliverables:

- Refining SFF's overall theory of change
- Developing SFF's overall results framework, M&E, and data collection plan
- Establishing an M&E and reporting system, reporting schedule, regular evaluation and learning methods

About Segal Family Foundation (SFF)

At Segal, we believe in a world where development is steered by grassroots leaders and power is shifted into the hands of communities. We work across Sub-Saharan Africa and strive to be true partners to our grantees. We want to change the power dynamics inherent in traditional philanthropy and prove that a new, more equitable, and responsive approach is not only more fair, but more effective. We support 250+ incredible organizations who are finding local and scalable solutions to Sub-Saharan Africa's most pressing development challenges. We offer our partners grant funding and professional support services aimed at giving them technical expertise and a larger network of peer organizations and like-minded funders to share learnings and new opportunities.

Our vibrant team of 18 works across two continents and is supported by experienced consultants across all our focus countries who enable us to punch above our weight. We move fast and adapt quickly as we find new and exciting ways to push our mission forward.

Our Africa team is spread across our hubs in Kenya, Uganda, Tanzania, Malawi, and Rwanda and is responsible for finding and nurturing our community of grantee partners. They also lead in implementing our unique Active Partnership model of funding and supporting our grantees, and they design innovative programming to amplify our grantees' reach, impact, and influence. Our US team is responsible for supporting our Africa-side operations through executive leadership, data systems, communications, and partnerships work.

This is an exciting time at SFF as we're entering a new 10-year vision. A critical part of this vision is strengthening our monitoring, evaluation, and learning to provide insights and evidence to inform the growth of our programs, reach, and influence. We are setting up a new function that will lead the foundation in re-imagining how to measure results and impact alongside our grantee partners in meaningful, equitable, socially-just ways.

The Opportunity

We are looking for an experienced Monitoring, Evaluation & Learning Consultant to work closely with the Director of Learning & Impact to bring this new function to life in 2022.

The consultancy will play a key role in refining SFF's theory of change and strengthening the foundation's monitoring, evaluation, and feedback capacities. Over time, the insight gained from this role will increase the effectiveness of our work, and continuously improve the quality of our support to our grantee partners.

Additionally, you will provide training, mentoring, and advice on honest MEL to SFF Africa Hub Teams to enable them develop the skills and confidence to build on what's working, learn from what isn't working, and continue to adapt and improve programs. Occasionally, support may be extended to grantee partners as well.

Consultant Profile

This role is ideal for an East Africa-based MEL professional with a training and capacity development mindset; someone excited to be a thought-partner on designing a new MEL function, passionate about sharing their expertise, and also able to roll up their sleeves to get the job done.

Given the many moving pieces in this new unit, we are looking for a demonstrated track record of delivering multiple MEL projects whether working individually or collaboratively with both internal and external stakeholders.

S/he should be comfortable with ambiguity and embrace the challenge of driving new initiatives in an environment of growth and change.

Scope of Work:

The consultant will act a thought partner and collaborate closely with the Director of Learning and Impact, providing technical guidance and support on the following:

Architect a measurement and evaluation system for SFF

- Research foundation MEL trends, innovation, and practices.
- Support the clarification of SFF's theory of change by leading the development of appropriate measurement standards and common indicators for all key areas of staff's work.
- Collaboratively develop a foundation-wide M&E system to streamline the collection and analysis of quantitative and quantitative data using appropriate tools and technologies.
- Ensure the M&E system and tools developed meet the needs of the Africa Hub Teams and Global Team.
- Ensure that learning agendas are in place at Hub/program level and connected to SFF's global learning agenda
- Provide quarterly M&E reports to the SFF team and board including the analysis of data collected through SFF's M&E system, highlighting progress, key results, insights, lessons learned, and recommendations to improve best practices.
- Monitor SFF's grantmaking and design rapid feedback loops to enable SFF to continually iterate and improve the offerings that the foundation provides to our partners annually.
- Advise SFF team on the design and execution of two external program evaluations in 2022 and accompany the evaluation process to ensure evaluation standards are met.

Shape a practice of inquiry, evidence, and learning at SFF

- Support efforts to champion evaluative thinking, culture of inquiry, and regular use of evidence at all levels of SFF. Cultivate internal understanding and buy-in of key concepts (including evaluative thinking, complexity-aware M&E, participatory inquiry, equitable evaluation and others as recommended by the consultant).
- Co-lead efforts to build MEL knowledge among SFF staff, and share opportunities for learning and professional development on MEL for SFF staff.
- Design methodologies for learning spaces and mechanisms that can effectively ensure cross-learning and reflection processes and real-time decision making across hubs and other departments. Train and support the team to effectively use these methodologies.
- Research MEL trends in the space, stay abreast with who's doing what, and identify opportunities aligned with SFF's MEL objectives to build relationships with evaluators and MEL experts—so that we enrich our knowledge and networks.

Strategic initiatives to strengthen M&E and learning practice across our portfolio of grantee partners

- Build capacity in hub teams to assess grantee partners' strengths, needs, and priorities with regard to monitoring, evaluation, and learning.
- Facilitate initiatives to drive creation of shared indicators and a joint learning agenda for grantee partners working in similar areas.
- Creation of an M&E resource hub with the end goal of strengthening the ability of grantee partners' staff to use data and participatory methods to inform, evaluate, and improve their programs and services.
- Play a key role in the design and execution of SFF annual learning festival and other co-learning initiatives bringing together different stakeholders as a way to shift knowledge and power from the foundation to our grantee-partners.

Sharing knowledge and insights externally

- Identify opportunities to creatively disseminate insights from our evaluation and learning initiatives to different audiences and contribute to SFF's reputation as a knowledge leader on advancing equitable philanthropic and evaluation practices.
- Support in pursuing these opportunities as per the consultant's skill set.

Who we are looking for:

A strategy-level MEL professional who can act as a thought partner, who enjoys sharing their experiences, and is willing to roll up their sleeves

- You are excited by rethinking power dynamics in evaluation practice and imagining new ways of doing M&E. You have thought through how this might be done and even made first strides!
- You have proven results in designing effective, nimble M&E systems for social sector organizations and executing thoughtful M&E plans that led to program improvement (CBOs, social enterprises, CSOs, NGOs).
- You have previous experience with using equitable, participatory (community or partner-led) monitoring, evaluation, and learning methodologies to strengthen the effectiveness and impact of programs.
- You have extensive knowledge of a range of Monitoring Evaluation Accountability and Learning methods and approaches and how they apply in different situations.
- You have a strong understanding of research design and ability to advise on external evaluations.

- You are willing and excited to meet organizations where they are and advise on the design and implementation of M&E systems and approaches that are practical and effective in grassroots realities and sensitive to realities of staff, partners, and other stakeholders.
- You have previous experience developing learning systems and methods that have enabled harvesting of internal knowledge and insights and led to improvement of strategy and programs
- You have had success building collaborative learning practices across departments and programs

An intellectually curious and data-driven conceptual thinker

- You enjoy digging into data and reports to find trends, answer questions, and inform decisions.
- You have strong analytical and critical thinking skills. You are excited by what's between the lines and beneath the numbers and have a demonstrated capacity to draw out, make sense of, and consolidate underlying themes from diverse information streams.
- You put M&E data in user-friendly formats for internal and external use. You are able to make complex information accessible and understandable to non-technical folks.
- You welcome and navigate complexity well: You pay attention to detail and also zoom out to consider the bigger picture. You think conceptually and apply big ideas and also break them down into everyday tools, processes and plans.

Flexible and supportive in facilitating adoption of MEL practices in teams and organizations

- You have a track record of coaching, training, and supporting teams to incorporate MEL practices into their work.
- You know how to productively shape and moderate discussions towards an outcome, managing different perspectives.
- You are able to provide advisory support in a team, maintain meaningful collaboration with colleagues, and roll up your sleeves to help them get the job done.
- You have great interpersonal and active listening skills and bring an open mind, curiosity, and humility when entering conversations with others. You adapt to different working styles and cultural contexts.
- You have strong written and verbal communication skills with an ability to create original content and make complex concepts and information accessible and understandable to various audiences (technical and non-technical)

Resourceful self-starter who thrives in an entrepreneurial environment

- You are excited about contributing to something new and navigating the ambiguity that comes with setting up new systems and strategies. You are proactive about suggesting ideas and take initiative.
- You are a creative problem solver.
- You are highly organized, think ahead to anticipate workflows, create/request clarity on priorities, accomplish tasks with quality and attention to detail under a deadline.

Other profile requirements:

- You live **the values of Segal Family Foundation** and can demonstrate a history of your engagement with each.
- Working knowledge of Kiswahili, French, or other local languages spoken in SFF's focus countries is a plus (Kenya, Uganda, Tanzania, Rwanda, Burundi, Malawi)
- Non-African consultants are welcome to apply. Key is a deep understanding of development issues, trends, and power dynamics in the social sector in Sub-Saharan Africa.

- Preferred: Experience and skill with no-cost and low-cost software applications to support data management and analysis; SFF currently uses Salesforce as our grant making software and CRM.
- Preferred: Experience with data visualization principles and techniques.

Why work with us

- Mission and Impact: We want to change the face of philanthropy while uplifting incredible local leaders (who we like to call rockstars). Every day we support proximate leaders changing the lives of communities and youth.
- Autonomy: You will get a team of 18 behind you for support but will be given the autonomy (and responsibility!) to take control of your work and participate in strategic decisions.
- Work Hard, Play Hard: We put in the extra time and go the extra mile to support our partners. But we also love to laugh, have fun, and enjoy the camaraderie we've built amongst our team. We can find some levity even in tough situations.

Other information

The position will initially be a part-time consultancy position (3 days a week) supporting the Director of Learning and Impact as SFF builds up a new MEL department. The specific deliverables will be agreed upon on a monthly basis.

The consultancy will begin immediately and continue through the end of 2022, at which point SFF may consider in-house full-time roles or longer-term consultancies in MEL.

Location: remote work with at least 25% travels to SFF program countries (Kenya, Uganda, Tanzania, Rwanda, Burundi, Malawi), subject to COVID-19 restrictions.

SFF values diversity and therefore welcomes all applications from qualified candidates. East African consultants are especially encouraged to apply. The consultancy offer will be subject to safeguarding standards including appropriate background checks (carried out in compliance with national law) and adherence to the [SFF safeguarding policy](#).

Want to apply?

- To apply, fill in the form under [this link](#).
- This posting will remain open until the position is filled. The first round of review will focus on applications submitted by January 18th 2022. After this, applications will continue to be reviewed on a rolling basis. The application form will remain open until the role is filled.
- The selection process will be carried out in collaboration with Edge Performance, our recruitment partner based in Nairobi. All official communication regarding the role will come from email addresses in the domains segalfamilyfoundation.org and edgeperformance.co.ke.