**Job Description: Manager, Monitoring and Evaluation**

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| **Organisation** | **Job Title** | **Reporting To** | **Location** | **Contract** |
| **The PRIDE India** | **Manager Monitoring and Evaluation** | **Head Program Development** | **Head Office Mumbai** | **FTC** |

**About The PRIDE India:** The PRIDE India is a non-governmental organization committed to bringing a sustainable change in the marginalized communities living in rural and urban poverty by helping them lead lives filled with dignity and self-respect. We work across various thematic areas including Health Care and Sanitation, Child Centric Development, Ideal Village, Livelihood Development, Women Empowerment, Disaster Relief and Rehabilitation.

**Role Overview:** As the Monitoring and Evaluation (M&E) Manager at The PRIDE India, you will play a vital role in ensuring the effectiveness, impact, and accountability of the organization's programs aimed at bringing sustainable change to marginalized communities. Reporting to the Head Program Development, you will lead the design, implementation, and management of robust M&E frameworks, systems, and tools to track progress, measure outcomes, and generate actionable insights for program improvement.

**Key Responsibilities:**

**Develop and Implement Monitoring and Evaluation (M&E) Frameworks:**

* Develop and implement robust monitoring and evaluation frameworks, systems, and tools to track the progress and outcomes of The PRIDE India's initiatives.

**Assessment Design and Implementation:**

* Design and conduct baseline, mid-term, and end-line assessments to measure the impact and effectiveness of programs.

**Data Collection, Analysis, and Interpretation:**

* Lead the collection, analysis, and interpretation of quantitative and qualitative data to generate actionable insights and recommendations for program improvement.

**Partnership Development and Collaboration:**

* Establish and maintain strong partnerships with program teams, stakeholders, and external agencies to facilitate data collection and knowledge sharing.

**Technical Guidance and Capacity Building:**

* Provide technical guidance and capacity building support to field staff and partners on M&E methodologies, data management, and reporting standards.

**Reporting and Presentation:**

* Prepare high-quality M&E reports, presentations, and dashboards for internal and external stakeholders, including donors, government agencies, and the broader development community.

**Field Visits and Program Monitoring:**

* Conduct periodic field visits to monitor program implementation, assess adherence to quality standards, and identify areas for improvement.

**Compliance Assurance:**

* Ensure compliance with donor requirements, project objectives, and organizational policies and procedures.

**Learning and Knowledge Management:**

* Contribute to organizational learning and knowledge management by documenting best practices, lessons learned, and success stories.

**Other Duties:**

* Undertake additional duties as directed by the Reporting Manager, ensuring alignment with the organizational objectives and vision, thereby contributing to the overall mission of the organization.

**Qualifications and Experience:**

* Master's degree in development studies, social sciences, public health, or related field. A combination of relevant education and experience will be considered.
* Minimum of 5 years of progressive experience in monitoring and evaluation, preferably in the development sector, with a focus on health, education, livelihoods, or community development programs.
* Demonstrated expertise in designing and implementing M&E frameworks, methodologies, and tools, including experience with quantitative and qualitative data analysis techniques.
* Strong analytical skills with the ability to synthesize complex information into clear and concise reports and presentations.
* Excellent interpersonal and communication skills, with the ability to effectively collaborate with diverse stakeholders and build partnerships.
* Proven experience in project management, including planning, budgeting, and coordination.
* Familiarity with donor requirements and compliance standards related to M&E.
* Experience working with non-governmental organizations or international development agencies in India is highly desirable.
* Proficiency in MS Office Suite (Word, Excel, and PowerPoint) and statistical software (e.g., SPSS, STATA) is preferred.
* Fluency in English and proficiency in Marathi or other regional languages is an advantage.
* Flexible, highly organized and able to prioritize work to meet deadlines
* Willingness to travel extensively within the assigned region and work flexible hours as needed.
* Commitment to The PRIDE India's mission, values, and ethical standards.