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| **Job Title** | Conflict Monitoring and Evaluation Manager |
| **Reports to** | Senior Conflict Adviser  Functional/Technical supervision from International Alert |
| **Job location** | Niamey, Niger |
| **Management responsibility** | May supervise data collectors |
| **Grade** | 2 |
| **Contract Duration** | 1 year renewable |

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| **Job Purpose** |
| International Alert is part of a consortium with Oxfam and Care for the implementation of a four-year community resilience project funded by the European Union in the regions of Diffa and Agadez in Niger and Lac and Kanem in Chad.  The Conflict M&E Manager will oversee and coordinate the M&E of the social cohesion and conflict-sensitivity aspects of the Oxfam-led consortium, and ensure learning is shared internally and externally. The post holder will work closely with programme staff, develop and adapt monitoring, evaluating & learning (MEL) tools, processes and provide advice and guidance on MEL best practice. The post holder will have the specific task of ensuring quality and monitoring of the conflict-sensitivity mainstreaming of the project’s activities and partners. The post holder will also take part in internal evaluations and support the management of external evaluations and other analytical exercises, ensuring that learning is fed back into the design and adjustment of the project.  The post holder will be managed by Alert Senior Conflict Adviser and will work closely with Alert Conflict Adviser (both based in Niger) and consortium members.  The post holder will work closely with the Senior Regional Programme Officer (SRPO) for West Africa and the Head of Programme Development Africa, based in London, who will provide content-based support and supervision. |
| **Duties and Responsibilities** |
| 1. **Develop, support and strengthen MEL planning systems and best practices**  * Develop, together with project teams, Monitoring, Evaluation and Learning plans in line with the project intended objectives and outcomes as well as potential spill-over effects; * Develop and adapt, together with the Conflict Advisers, conflict-sensitivity, social cohesion and peacebuilding project MEL tools; * Develop tools for analysis and monitoring of community conflict situation; * Support the Monitoring, Evaluation, Accountability and Learning (MEAL) consortium coordinator in designing and adapting the overall project’s MEAL plans and tools to ensure they assess conflict-sensitivity; * Work with MEAL consortium coordinator and project staff to ensure that MEL activities are integrated into project design and sufficiently budgeted for; * Advise partners on MEL, ensuring that partner staff are implementing activities and best practices in a conflict-sensitive manner; * Through training and accompaniment, build knowledge and skills of Alert staff and partners in monitoring and evaluation methods and tools including logical frameworks, data collection, data analysis and result-oriented programming; * Ensure that teams are up to date with the latest tools and approaches for peacebuilding MEL and support their implementation together with the SPDAO; * Support programme review and reflection sessions.  1. **Coordinate the collection and reporting of monitoring data, and support evaluation management**  * Support project staff to collect and analyse monitoring data and conduct verification visits to activity sites; * Coordinate with partners for collecting data against agreed indicators for the social cohesion and conflict-sensitivity aspects of the project; * Monitor, alongside Conflict Advisers, activities’ and partners’ conflict-sensitivity, and adaptation to identified risks and needs; * Record, manage and preserve monitoring and evaluation data in a safe and accessible way, in accordance with EU data protection regulations, including on Alert’s global results system; * Support or design, conduct and manage assessment and internal evaluations; * Support the management of external assessments, research and evaluations; * Review key programme reports (including annual reports) and ensure monitoring data is accurate; * Prepare and support the writing of monthly MEL reports.  1. **Ensure utilisation of learning from monitoring and evaluation**  * Ensure formulation and dissemination of lessons internally for redesign and learning purposes; * Contribute to the consortium’s learning agenda; * Contribute to organisation-wide learning and exchange on MEL.  1. **Other relevant tasks as required by the line manager** |
| **Travel requirements** |
| The position is based in Niamey and the post-holder will be expected to travel frequently to Agadez, Diffa, Lac and Kanem regions as well as N’Djamena |

**PERSON SPECIFICATION**

**Essential requirements**

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| Bachelor’s degree in relevant subject (social sciences, governance, peace and conflict studies, M&E) |
| A good theoretical knowledge and practical experience of the concepts and practices of M&E (both qualitative and quantitative) |
| At least 5 years successful experience of implementing or coordinating MEL processes at  project level in a development, humanitarian or conflict context |
| Previous experience with programmes that integrate humanitarian, development and peacebuilding objectives and interventions |
| Knowledge and experience of M&E in the peacebuilding sector |
| Proven knowledge and understanding of programme cycle management, information management and reporting |
| French language written and oral fluency |
| Strong communications and analytical writing skills in French |
| Excellent computer literacy and knowledge of Microsoft Office applications |
| Experience in building capacity of staff and implementing partners |
| Ability to work under pressure and to tight deadlines |
| Willingness to travel to insecure locations within Niger and Chad |

**Desirable requirements**

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| Experience of project design and fundraising |
| Experience with Outcome Harvesting / Outcome Mapping methodologies. |
| Good command of English |