



Job Description & Specification

Job Title	Monitoring, Evaluation and Learning (MEL) Manager
Department	Programmes
Reporting to	Senior Manager, Programmes
Salary	Dependent on experience
Location	Cool Earth Lima Office, Peru (remote working considered) English is the working language for this role.
Essential Purpose of Role	The Monitoring, Evaluation and Learning (MEL) Manager will ensure high quality and appropriate monitoring, evaluation and learning processes are implemented across Cool Earth's programmes and that our impact is identified and communicated.

Introduction

Cool Earth is an NGO that backs people to protect rainforest and fight the climate crisis. We believe that the state of the rainforest will continue to worsen if indigenous peoples and local communities continue to be marginalised. Whilst indigenous communities represent less than 5% of the world's population, they manage or have rights to 25% of the Earth's land area and protect an estimated 80% of global biodiversity.

Protecting the rainforest is complex. Ensuring that its best guardians have the choice, tools and foresight to continue doing so is even harder. There is no-one-size fits all approach to rainforest protection. The variety of Cool Earth projects reflect the diversity of needs, priorities and opportunities needed to tackle the greatest crisis of all: the climate crisis. Each community, village, household, individual is unique. Listening to project participants, evaluating the effectiveness of Cool Earth's work, and communicating challenges and successes will ensure that communities keep being supported and forests protected.



This is an exciting time to join a growing and dynamic Cool Earth team, as we look for ways to scale up our ambitions to deliver the best methods to support indigenous and local communities in the three largest expanses of tropical rainforest.

Job Summary

The Monitoring, Evaluation and Learning (MEL) Manager will ensure that high quality and appropriate monitoring, evaluation and learning processes are implemented across Cool Earth's programmes and that our impact is identified and communicated.

The post holder will be a skilled and experienced Monitoring and Evaluation (M&E) professional who will work with and support our in-country teams in Peru and Papua New Guinea and our network of local partners to develop and implement inclusive and locally-led approaches to defining and evaluating success.

This is a pivotal role, balancing the needs of multiple internal and external stakeholders and contributing significantly to the development and implementation of organisational strategy.

This role is being advertised in Peru and in the UK.

Closing date:

Sunday 21 August 2022

Key responsibilities

- To research and apply alternatives to traditional MEL frameworks and tools to encompass a more holistic understanding of impact, driven by the needs of communities.
- Identify and implement inclusive approaches to planning, monitoring, evaluation and learning that support our principle of being locally-led, inform our decisions and provide the information required for internal and external reporting.
- Work collaboratively with in-country monitoring and evaluation officers and programme teams to ensure Cool Earth's MEL framework is appropriate and implemented successfully across all activities.
- Work in collaboration with the Forest Research team to leverage remote sensing data to monitor the health of the rainforest in the areas where we work.

- Ensure the MEL strategy encompasses an understanding of outcomes that affect the canopy, biodiversity, the empowerment of local people and their definition of success.
- Apply knowledge gained from evidence and analysis to improve outcomes and ensure accountability for the resources used to achieve them.
- Ensure there are mechanisms for reporting back to the communities we serve, that evaluations are equitable, and lessons learnt are shared.
- Proactively lead the design and production of strategic and donor reporting.
- Standardise and simplify processes whilst promoting effective flows of information and collaboration between offices and functions.
- Ensure accurate data is collected and used to inform decisions and evidence success.
- Support critical thinking and learning processes such as reflection and review, Theory of Change, and use of project planning questions.
- Contribute significantly to organisational strategy, influencing how we are evolving to build sustainable impact.
- Work with the Unconditional Cash Transfer (UCT) Programme team in the UK and Peru to scope and operationalise the launch of Cool Earth's first UCT pilot, and with third-party impact evaluation experts to support the design of fit-for-purpose methodologies for evidence gathering to plan scalability.
- Work with the Policy team to translate and illustrate evidence of the relevance of the MEL findings from our programmes to relevant wider political agendas on climate change, rainforest and development.

This is not an exhaustive list of the duties that may need to be undertaken in this role. It may be necessary to undertake other duties as and when required.

Person Specification

Essential Skills and Abilities

- A minimum of 5 years' experience in the design and delivery of monitoring and evaluation methodology, gained in international development or conservation projects.
- Experience developing results frameworks and theories of change that drive accountability and learning.
- Proven skills and knowledge in data analysis, impact measurement and the design and practical application of MEL systems.
- Excellent research skills with the ability to absorb new concepts and information quickly, and to act with initiative and imagination to translate research findings into practice.
- Experience working with alternatives to mainstream impact evaluation methodologies.
- Ability to develop and inspire collaborative, cross-organisational teams.
- Excellent oral and written communications skills with the ability to synthesise complex information into engaging and informative reports.
- Exceptional organisational, and analytical skills, including a high level of proficiency with MS Office suites and/or Google tools.
- Ability to build networks, equitable and strategic relationships with local counterparts.
- Proven ability to anticipate areas of risk and create mitigation plans.
- Genuine interest in and commitment to the humanitarian and environmental principles of Cool Earth.
- A demonstrable commitment to equality, diversity and inclusion.
- Ensure the values of collaboration, innovation, effectiveness, and accountability are reflected in your work.

Desirable Skills and Abilities

- Experience working with indigenous peoples and local communities on community-led conservation or development projects.
- Experience working with new technologies (e.g., mobile payments).
- Knowledge of geographic information systems (GIS) /field based remote sensing technologies.

- Working knowledge of databases and Customer Relationship Management systems (especially Salesforce).
- The ability to work in Spanish is highly desirable.
- The ability to work in French.
- Understanding of General Data Protection Regulations.
- Willingness to undertake occasional international travel and national travel, as required.