



## Senior Manager, Monitoring & Evaluation

**Location:** Primarily Remote with Approximately 20% travel

**We believe in a world in which every human life is valued, and health and human dignity are shared by all.** We believe that access to quality healthcare is a basic human right. For more than 100 years, we have worked with global partners to deliver locally sustainable, quality healthcare solutions to women, children and their communities. We're ready to make it 100 more.

### **We believe change starts with her.**

We work tirelessly for women's and children's health because they are disproportionately affected by illness and poverty. We know that healthy, educated, and empowered women are better able to raise healthy, educated, and confident children, and that communities depend on their livelihoods. We're making an impact – [learn more](#).

### **We believe in people.**

We strive to live out our core values of **collaboration, love, excellence, accountability** and **respect** every day. We provide our employees with a competitive salary and a meaningful benefits package, with opportunities to learn and grow. We believe in strength through our diversity and encourage all people of diverse backgrounds to apply.

### **Overview**

The Senior Monitoring and Evaluation Manager will report to the Senior Technical Director and is responsible for providing leadership, management, technical and strategic guidance, and support to the organization's monitoring, evaluation, and learning efforts globally.

S/he serves as the thought leader and primary point of contact on all aspects of monitoring, evaluation, and knowledge management efforts across the organization. S/he marshals data to inform senior management decision-making and organizational learning. S/he is responsible for providing technical support to Monitoring and Evaluation staff across the country offices, promoting analytical reviews of indicator data quality, reports and evaluations, and supporting proposal development.

### **Key Responsibilities**

#### ***Technical leadership and support***

- Leads the development and implementation of M&E systems, frameworks, policies, and tools to support a culture of data use for decision-making across CMMB programs.
- Enhances capacity of local M&E systems and staff through mentoring, tool development, and guidelines as deemed applicable.
- Manages, troubleshoots, and builds upon the CMMB global M&E knowledge management system,
- Administers the CMMB M&E database hosted on the LogAlto platform
- Manages the CMMB Power BI portfolio of multiple active and archived Dashboards linked to CMMB data, including troubleshooting of dashboard errors and development of new dashboards
- Develop annual CMMB global impact reports for internal and external consumption and use.
- Works with M&E and programmatic staff to develop project M&E plans.



- Supports proposal development efforts through creating log frames and M&E approaches.
- Creates and manages annual M&E budget for HQ.
- Provides technical assistance with baseline assessments, mid-term evaluations, end-of-project evaluations.
- Conducts research related to program effectiveness, knowledge, and learning, including developing research protocols, submissions to ethics review boards, methodologies, data collection tools, analysis, and reports.
- Develops publications and presentations to showcase CMMB work in external forums.
- Leads the effort to transition data collection from paper to mobile data collection.
- Conducts semi-annual Performance Management Reviews for each country office's programmatic portfolio.
- Supports all departments within the organization in capturing and analyzing relevant data for decision-making and storytelling.

#### ***Thought leadership and organizational representation***

- Represent CMMB in external for a, including conferences and publications, bringing unique thought leadership and high visibility on CHAMPS model M&E and learning.
- Develop effective working relationships with key stakeholders globally and in-country, including MOH, UN agencies, local NGOs, and other program M&E leads.

#### ***Monitoring, Accountability, and Learning***

- Ensures complete, accurate, and timely project data and reports to donors.
- Ensures transparency, accountability, and ethics across monitoring and evaluation activities.

#### ***Management***

- Leads and supports the recruitment, development, management, and talent retention on the M&E teams globally; supervises at least one direct report in the US office.
- Develops, refines and effectively communicates M&E priorities and strategic direction internally and externally.
- Selects and manages consultants and vendors.

*Note:* These essential functions are not to be construed as a complete statement of all duties performed. Employees will be required to perform other job-related duties as required.

#### **Qualifications and Requirements**

- Bachelor's degree in Public Health, Statistics, Evaluation and Measurement, Information Science, or other international development-related discipline; Master's degree preferred.
- 7+ years of relevant M&E technical experience in the international development field, preferably in both field and home-office contexts.
- Proven experience in training, development, and implementation of M&E quality assurance processes.
- Extensive experience in grant proposal development, as well as monitoring and evaluating USG, bilateral, and multilateral awards.
- Superior technical knowledge of M&E practices.
- Knowledge of the latest international recommendations in M&E, with the ability to translate these into practical guidance.
- Advanced skills in statistical analysis using platforms such as STATA, R, Python, or equivalent.



- Expert proficiency in Microsoft Excel and Power BI desktop for data cleaning, connection, and visualization, as well as dashboard portfolio management in Power BI online.
- Significant prior experience in database management and working with data management, analysis, and reporting software.
- Excellence in Microsoft Office Suite applications.
- Demonstrated ability to analyze problems, translate technical information into practical guidance and tools, and systematically organize diverse information.
- Creativity in proposing innovative approaches to improve program design, implementation, and results reporting.
- Proven ability to work with and manage teams with varying technical backgrounds and levels of training.
- Superior presentation skills (written and oral) with the ability to communicate technical materials effectively to diverse audiences and for various purposes through print, electronic, and presentation media.
- Experience working with multicultural teams.
- Working knowledge of French and/or Spanish is a plus.
- Must be authorized to work in the United States.
- Comfortable working for a faith-based organization.
- Must be vaccinated against COVID-19.
- Able to demonstrate CMMB's core values in action: Collaboration, Love, Excellence, Accountability, and Respect

### How to apply

Visit our [careers page](#) for more information and [click here to apply](#).

### CMMB is committed to fair and equitable compensation practices.

The pay for this role starts at \$110,000. Actual compensation packages are based on several factors that are unique to each candidate, including but not limited to skill set, depth of experience, certifications, and specific work location. This may be different in other locations due to differences in the cost of labor.

**EEO Statement:** At CMMB, we embrace diversity and demonstrate compassion towards all people—it is one of our core values. We are committed to building a team that represents a variety of backgrounds, perspectives, and skills. CMMB is proud to be an equal opportunity employer and complies with all applicable federal, state, and local fair employment practices laws. CMMB strictly prohibits and does not tolerate discrimination against employees, applicants, or any other covered persons because of race, creed or religion, color, national origin, disability, predisposing genetic characteristics, marital status, sex, gender, gender identity, gender expression, pregnancy, age, sexual orientation, military or veteran status, citizenship, status as a victim of domestic violence, or any other protected classification under applicable federal, state, or local laws. This statement applies to all terms and conditions of employment. CMMB is committed to fostering an inclusive and accessible experience for all job seekers-- If reasonable accommodation is needed, you may contact us at [pcc@cmmb.org](mailto:pcc@cmmb.org).