



Senior Manager, Monitoring and 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 - learn more about our work in our [Annual Report](#).

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 Manager of Monitoring and Evaluation is responsible for providing leadership, management, technical and strategic guidance, coordination, and support to the organization's monitoring, evaluation, and learning efforts globally, which includes three country offices (Haiti, Peru, South Sudan) and two independent affiliates (CMMB Kenya, Access to Health Zambia) implementing global health and development programming. The Senior Manager will serve as CMMB US Office's primary thought leader and primary point of contact on all aspects of monitoring, evaluation, and knowledge management efforts across the organization, helping to set standards and promote cross-network learning in the CMMB network and our partners.

There are three key foci of this role:

- 1) Promoting standardization and MEL systems quality: The senior manager will serve as the strategic and coordination anchor for the MEL function, responsible for global data aggregation and interpretation, standards-setting, thought leadership, and cross-country learning.
- 2) Encouraging synthesis and strategic intelligence sharing: Bring together results from across countries and programs into a coherent global picture. Identify trends, surface learning, and translate data into formats that support decision-making, donor reporting, and external communications, making CMMB's collective impact more visible and legible.
- 3) Providing capacity strengthening and technical support: Provide structured, proactive support to country Monitoring and Evaluation teams, moving beyond responsive troubleshooting toward sustained coaching on tools, analysis, and interpretation. Support the nurturing of a cross-country MEL community of practice to create space for peer learning across the network.

Key Responsibilities

Technical leadership and support

- *Systems and Data Infrastructure*
 - Administer the CMMB M&E database hosted on the LogAlto platform.
 - Manage the CMMB Power BI portfolio of active and archived dashboards, including troubleshooting errors and developing new dashboards.
 - Manage and build upon the CMMB global M&E knowledge management system.



- Lead the transition of data collection from paper to digital platforms.
 - Create and manage the annual M&E budget.
- **Capacity Building**
 - Lead collaboration with CMMB network members and partners to strengthen M&E systems, frameworks, policies, and tools, fostering a culture of data use across programs, departments, and network members — including further analysis and implementation of recommendations from the external May 2026 global CMMB M&E assessment.
 - Enhance the capacity of M&E and programmatic staff through mentoring, tool development, and guidance.
 - Provide technical support to M&E staff across country offices and affiliates, including analytical review of indicator data quality, reports, and evaluations.
 - Work with country office and affiliate staff to develop project M&E plans as requested.
 - Coordinate and co-lead country office data learning sessions.
- **Research and Evaluation**
 - Provide technical assistance with baseline assessments, mid-term evaluations, and end-of-project evaluations.
 - Conduct research related to program effectiveness, knowledge, and learning — including developing research protocols, ethics review board submissions, methodologies, data collection tools, analysis, and reports.
 - Support proposal development by creating log frames and M&E approaches, as needed.
- **Reporting and Strategic Use of Data**
 - Marshal data to inform senior management of decision-making and organizational learning.
 - Work with country teams to develop annual CMMB global impact reports for internal and external use.
 - Support the development of publications and presentations showcasing CMMB's work in external forums.
 - Support all departments in capturing and analyzing relevant data for decision-making and storytelling.
 - Plan and lead semi-annual and annual performance review meetings.

Thought leadership and organizational representation

- Represent CMMB in external fora, including conferences and publications, bringing unique thought leadership and high visibility to CMMB.
- Develop effective working relationships with key external and internal stakeholders globally and across the CMMB network, including program leadership, communications team, strategic partnerships managers.

Monitoring, Accountability, and Learning

- Ensure complete, accurate, and timely project data and reports to donors for CMMB US.
- Ensure transparency, accountability, and ethics across monitoring and evaluation activities.
- Support collection of data to measure progress against the goals of the strategic plan, including more qualitative measures of organizational development as a network of aligned partners, and the pursuit of more strategic partnerships with other NGOs, corporations, and university players.



Management

- Develop, refine, and effectively communicate M&E priorities and strategic direction internally and externally.
- Select and manage consultants and vendors, and potentially, a part-time M&E field support team member.

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 technical experience in the global health and development field, preferably in both low- and middle-income countries and US-based-office contexts.
- Proven experience in training, development, and implementation of M&E/quality assurance processes in two or more areas of CMMB's technical work: MNCH, HIV, TB, malaria, nutrition, WASH, NCDs, mental health, and/or GBV prevention and response.
- Extensive experience in global health and development grant proposal development, as well as implementing monitoring and evaluating aspects of bilateral and multilateral awards and private philanthropic donors
- 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. Advanced skills in statistical analysis using platforms such as SPSS, STATA, R, Python, or equivalent is a plus.
- Prior experience in database management and working with data management, analysis, and reporting software.
- Strong analytical and creative problem-solving skills, with the ability to translate technical information into practical guidance and tools, systematically organize diverse information, and propose innovative approaches to improve program design, implementation, and results reporting.
- Superior written and oral communication skills, with the ability to present technical material effectively to diverse audiences across print, electronic, and presentation formats.
- Experience managing people, teams, consultants, etc.
- Experience working with multicultural teams- including in a virtual context- and with those with varying technical backgrounds and levels of training.
- 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.
- 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 range for this role is \$95,000 - \$105,000. 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@cmmmb.org.