

Monitoring, evaluation, accountability and learning (MEAL) officer

September 2019

The African Centre for Biodiversity (ACB) is a registered NPO based in South Africa and working in sub-Saharan Africa. The ACB is committed to dismantling inequalities in food and agriculture systems in Africa and to promoting agro-ecology and food sovereignty as feasible alternatives.

The ACB seeks to employ a Monitoring, Evaluation, Accountability and Learning (MEAL) Officer to cover our three programme areas:

- Biosafety, genetically modified organisms (GMOs) and new technology
- Seed sovereignty and agroecology
- Resisting corporate power in the agro-food system

ACB's focus of work is on bringing marginalised voices, especially women and youth, into national, regional and global policy spaces in a range of activities within these programme areas. We work with many partners in large networks on the continent and globally to do research and analysis, advocacy, develop and distribute diverse communications materials including publications, learning and sharing events, network building.

We are seeking a senior MEAL officer with knowledge and experience in monitoring and reporting on advocacy results and impacts in non-profit organisations. ACB has a functioning M&E system in place, but we want to strengthen it and ensure its effective implementation. We use a logframe to guide our work.

Applicants should have M&E and organisational learning experience and strategic thinking capabilities to lead the development and use of M&E to build ACB, to inform our work and strategic direction, and to strengthen our accountability to our donors, partners, networks and smallholder communities in Africa.

Functions will include:

- Take over implementation of existing functions of activity tracking and donor reporting
- Work with the communications team on publications monitoring, reach and impact
- Introduce, develop and implement systems for high quality M&E across ACB's functional areas and activities, including design and implementation of occasional surveys with donors, partners, networks and farmers
- Introduce, implement and adapt tools and methods for impact monitoring, accountability monitoring, and organisational learning
- Develop and implement effective means of event evaluation and capture the results for periodic synthesis and reporting
- Provide support in developing outcome and output indicators, and any other M&E related activities as required
- Other assistance to the Executive Director as required.

All activities will be conducted in close working relationships with other ACB staff and partners.

Minimum requirements:

- A recognised M&E qualification, minimum Bachelors' degree;
- A minimum of 10 years of organisational experience in M&E;
- Thorough familiarity with principles and current approaches to MEAL using both quantitative and qualitative methods;
- Proven English writing skills (based on writing samples);

- Ability to work independently and to tight deadlines with minimal supervision;
- Ability to work well in teams;
- Good computer skills (writing, spreadsheets).

Experience in any of the following will be an advantage:

- A history of social/environmental activism;
- Desktop and/or field research;
- Work with a diversity of social actors, including smallholder farmers.

The successful candidate will be based in Johannesburg and will work from ACB's office, with some regional travel. Costs of relocation can be negotiated if necessary.

ACB has an Employment Equity policy in place, and is committed to racial and gender equality in our divided and unequal society. Preference will therefore be given to black African and women candidates.

The candidate must be a good fit with ACB's organisational culture and ACB reserves the right not to hire anybody to the position. We are looking for someone who is decisive, self-motivated, a critical thinker, with initiative, ability to learn quickly, flexible and able to work under pressure in a dynamic environment, and who works well in teams.

Salary is at competitive market rates.

Interested parties should send a CV, a one page motivation as to why you are suitable for the position, and what you will bring to the work of the ACB.

More information on ACB's work and policies can be found at www.acbio.org.za.