



Job Title: MEAL Manager

Location: Kampala

Reporting to: Program Director

Job Type: Full-time

Job Summary

The MEAL Manager will be responsible for leading the design, implementation, and oversight of monitoring, evaluation, accountability, and learning activities within SADO. They will ensure that project outcomes are effectively measured, learning is integrated into programming, and accountability mechanisms are in place to enhance program quality and impact.

Key Responsibilities

Monitoring & Evaluation

- Develop and implement MEAL frameworks, systems, and tools to track project performance and impact.
- Oversee data collection, management, analysis, and reporting to ensure evidence-based decision-making.
- Ensure data quality through validation, spot checks, and compliance with established standards.
- Lead project baseline, mid-line, and end line evaluations.

Accountability

- Establish and maintain feedback and complaint mechanisms for stakeholders, ensuring program responsiveness.
- Promote participatory approaches, engaging beneficiaries in program design, monitoring, and evaluation.

Learning & Knowledge Management

- Facilitate learning events, workshops, and knowledge-sharing platforms to improve program strategies.
- Document best practices, success stories, and lessons learned for internal and external audiences.

- Support adaptive programming by integrating findings into project strategies and interventions.

Capacity Building & Team Leadership

- Train and mentor project staff on MEAL methodologies, tools, and best practices.
- Supervise and support MEAL officers and data management teams.

Reporting & Compliance

- Prepare high-quality reports for donors, partners, and internal stakeholders based on MEAL findings.
- Ensure MEAL activities align with donor requirements and organizational policies.

Qualifications & Experience

- Bachelor's or Master's degree in Monitoring & Evaluation, Statistics, Social Sciences, Public Health, or a related field.
- Minimum of 10 years of experience in MEAL roles within humanitarian or development programs.
- Strong proficiency in data analysis tools (SPSS, STATA, Power BI, Excel, or other relevant software).
- Experience with qualitative and quantitative research methods.
- Knowledge of international donor MEAL requirements (e.g., USAID, EU, UN).
- Excellent report-writing and presentation skills.

Core Competencies

- Strong analytical and problem-solving skills.
- Ability to work independently and in a team.
- Attention to detail and ability to synthesize complex data.
- Strong communication and interpersonal skills.