



PROJECT ADVERTISEMENT

SENIOR MONITORING ADVISOR

USAID/BHA Somalia Monitoring Learning Project-2 (SMLP-2)

Long-term Cooperating Country National (CCN) position
based in Nairobi, Kenya.

May 2023



Introducing Integrity

Integrity is an ethical consultancy and service provider working in challenging and complex environments around the globe.

We help our clients succeed in fragile and challenging environments while building trust and understanding as the basis for transformative change. We work across all phases of the program and project cycle, delivering eleven complementary services: monitoring, evaluation and learning / data and knowledge management / research, evidence and analysis / advisory / project management / communications / risk management / technical assistance / capability and capacity development / stakeholder engagement / grant and fund management. Our services are underpinned by the principles on which we were founded, a commitment to providing reliable information and evidence, and expert and high-quality delivery.

Headquartered in London and Washington DC, Integrity also has offices in Jordan, Kenya, and Pakistan. Our multi-national team of over 80 deliver multi-year projects, programmes and consulting assignments to a wide range of government clients, international organisations, foundations and private sector clients.

VISION: To set the international standard for ethically delivered expert services in complex and challenging contexts.

MISSION: We use evidence and learning to provide trusted advice and enable change for a sustainable future.

VALUES:

- **Courage:** We work on many of the world's most complex problems. We stand against violence in all its forms. We are unafraid to stand up to illegal or unethical practices.
- **Objectivity:** We challenge conventional thinking. Our recommendations are not based on assumptions or ideology but evidence and learning.
- **Diligence:** We incorporate our best individual and collective intellect through rigour, reflection, and collaboration.
- **Accountability:** We take responsibility for the quality of our work and performance. We hold ourselves to account through clear policy and process, sustained by long-term profitability.
- **Sensitivity:** We understand the impact of our presence and our work, empathize with people's situations, and commit to do no harm.

ETHICS: Integrity upholds the highest ethical standards in our work, our employment of staff and our interaction with people. Through adherence to our core values, we ensure the best possible service, and benefit the communities amongst whom we work.

We commit to building a diverse and inclusive organization where all feel safe and able to progress, contribute and be heard, regardless of gender, race, disability, age, sexual orientation, religion, marital or parental status.

Further information about Integrity can be found at www.integrityglobal.com.

Project Background

Integrity Global, in partnership with Management Systems International (MSI) and with leading research and data collection firms in Somalia, will establish a third-party monitoring system to collect data that verifies partner reported outputs and selected outcomes, and to deduce lessons learned from humanitarian programs in Somalia funded by the USAID Bureau of Humanitarian Assistance (BHA)/Somalia. The overall goal of SMLP-2 is to increase BHA/Somalia's access to independent, verifiable data related to the 1) quantity and quality of activities delivered, and 2) performance of BHA-funded programs in Somalia. This increased access to data will allow BHA/Somalia to make more evidence-based program design, implementation, and strategy decisions.

Scope of Work

The Senior Monitoring Advisor (SMA) will support the Deputy Chief of Party (DCOP) in providing technical guidance to the design and implementation of the TPM system and deliverables related to monitoring activities. This includes development and oversight of sampling methods, data collection tools, managing data in a virtual system, monitoring reports, data quality assessments, and the design of special studies and assessments. The SMA must establish sound methodological processes and standards that are compliant with USAID guidance and lead to highly reliable findings for all monitoring activities. Reporting to the DCOP, the SMA will oversee the Senior Analyst, Monitoring Advisor, and Somalia Coordinator.

Terms of Reference

Data Collection and Quality Assurance

- Lead the technical delivery of Task 1, including the development and delivery of the Activity Monitoring Plan and Data Verification, Collection, and Analysis Plan.
- Lead the technical delivery of Task 4, including oversight of STTA contracted to provide subject matter and technical expertise in the design of specific tools and analyses for Data Quality Assessments.
- Lead the development and management of data quality assurance systems.
- Lead the design and development of data collection tools to ensure quality data is being collected.
- Collaborate with project staff, data collection and research partners, IPs, and relevant government agencies, requesting workplans (where applicable) and relevant information on project progress for the development of quarterly/annual site visit plans.
- Work with the Somalia Coordinator and relevant project team to determine which site visits will take place and which data collection methods will be used to ensure adequacy and appropriateness.
- Train and coordinate with the Data Collection Partners through regular trips to Mogadishu.

Reporting

- Oversee design and drafting of detailed and accurate technical deliverables and reports to fulfil reporting requirements.

Personnel Management

- Supervise the Senior Analyst, Monitoring Advisor, and Somalia Coordinator.

Your Experience and Expertise

- Must hold a bachelor's degree. A master's degree is highly preferable.
- At least five years of experience designing and implementing field-based MEAL projects relevant to the Somalia humanitarian assistance portfolio.
- At least three years' experience conducting quantitative and qualitative analysis related to humanitarian assistance.
- Demonstrated experience in data management and visualization.
- Demonstrated experience with monitoring donor-funded programs, preferably with familiarity of USAID.
- Familiarity with the operations of BHA programs and knowledge of IP activities in Somalia is highly desirable.
- Language proficiency at a post-graduate level in English.
- Excellent oral and written communication, analytical, interpersonal, and team management skills.

Required Interpersonal Skills

- Ability to effectively and efficiently handle multiple tasks simultaneously with precision and adapt to changes in responsibilities and workloads.
- Must be professional, possess a high degree of urgency and self-motivation, and have a strong work ethic.
- Results-oriented approach to problem-solving.
- Strong communication skills, including note-taking for meetings.
- High professional standards for evaluation data and reporting.
- Accustomed to teamwork and able to sustain positive and frequent communications for a remotely managed monitoring team in a challenging, high-risk environment.
- Ability to work independently where necessary.
- Works well in a diverse team.

How to Apply

If you are interested in applying for this position, please complete the application form at www.integrityglobal.com/apply and attach a CV and Cover Letter, explaining why you are suitable for and want the role. **Applications submitted without a cover letter will not be considered.**

The closing date for applications is **31st May 2023**. However, we will review candidates on a rolling basis and the vacancy may be filled before this deadline. **We encourage early applications.** Please be advised that only shortlisted applicants will be contacted.

Candidates must have the right to work in Kenya.

Integrity is an equal opportunities employer. We encourage applications from suitably qualified and eligible candidates, regardless of gender, race, disability, age, sexual orientation, religion, marital or parental status. We will respect your confidentiality and abide by data protection laws.