



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, with potential travel to Somalia.

July 2024



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 programme 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, empathise 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 organisation 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, in partnership with Management Systems International (MSI) and with leading research and data collection firms in Somalia, implements a third-party monitoring (TPM) system to collect data that verifies implementing partner (IP) reported outputs and selected outcomes, and deduces lessons learned from humanitarian programs in Somalia funded by the USAID Bureau of Humanitarian Assistance (BHA)/Somalia.

The overall goal of USAID/BHA Somalia Monitoring Learning Project-2 (SMLP-2) is to increase BHA/Somalia's access to independent, verifiable data related to the quantity and quality of activities delivered, and performance of BHA-funded programs in Somalia. SMLP-2 is implemented as five major tasks:

- Task 1: Conducting TPM Site Visits for BHA-funded Activities in Somalia
- Task 2: Hosting a Virtual Reporting Platform used by SMLP-2 staff, Somalia-based Subcontractors, IPs, and BHA.
- Task 3: Facilitating BHA and IP Learning.
- Task 4: Conducting Data Quality Assessments (DQA) of IP Data.
- Task 5: Conducting Special Research Studies.

Scope of Work

The Senior Monitoring Advisor (SMA), a USAID key personnel position, will provide technical leadership and guidance for the conceptualization, design, implementation, and quality assurance of the TPM system and associated deliverables (SMLP-2 Task 1).

The SMA will establish sound methodological processes and standards that are compliant with USAID guidance and lead to highly reliable findings for all TPM activities. Reporting to the DCOP, the SMA will direct and supervise the Task 1 (TPM Site Visits) technical staff made up of two Senior Monitoring Analysts, one Monitoring Analyst, two Monitoring Advisors, one Somalia Coordinator, a pool of analysis and report-writing consultants, as well as the Somalia-based TPM Subcontractors (of approximately six managers and 35-40 field monitors/enumerators). The SMA will also collaborate closely with the Task 2 & 3 teams including the Senior Learning Advisor, the Data & Knowledge Manager, and the IP Liaison and Database Officer.

Terms of Reference

A. TPM Systems Development, Data Collection, Analysis and Reporting Cycles

You will:

- Establish collaborative engagement and communications with BHA and IPs to continuously conceptualize data and learning needs, as well as design innovative data analysis, presentation and products.
- Develop and adapt custom TPM indicators and analysis frameworks.

- Oversee the development and continuous updating of the BHA Sites/Activities Database.
- Develop and adapt data collection and sampling plans, site visit methodologies, and data collection protocols.
- Develop and adapt data collection tools such as: beneficiary surveys, key informant interviews, focus group discussions, observation checklists, etc.
- Conduct quarterly site selection for TPM site visits.
- Plan and coordinate the implementation of 180 annual site visits across Somalia/Somaliland.
- Develop and adapt data capture and analysis plans.
- Develop and adapt innovative TPM products, including dashboards on the Virtual Reporting Platform, reporting templates, and client-facing presentations.
- Conduct aggregated site visit analysis and prepares four quarterly TPM Reports annually.

B. Quality Control/Quality Assurance

You will:

- Continuously assess and adapt SMLP-2's data and products to ensure the TPM system delivers reliable and actionable findings that enables BHA and IPs' adaptive management.
- Design and oversee compliance to data quality standards and procedures.
- Direct and supervise the Task 1 technical staff in Nairobi and Mogadishu, as well as the Somalia-based TPM Subcontractors.
- Sensitize the Task 1 technical staff in Nairobi and Mogadishu, as well as the Somalia-based TPM Subcontractors, to the IPs' awards and activities that SMLP-2 monitors.
- Develop and deliver training, mentoring and capacity building to the Task 1 technical staff in Nairobi and Mogadishu, as well as the Somalia-based TPM Subcontractors.
- Conduct content reviews, copy editing, and formatting of Task 1 products.

C. Cross-Task Integration and Collaboration

You will:

- Support the extraction and contextualizing of TPM findings with SMLP-2 Tasks 2-5.
- Provide inputs and feedback on SMLP-2 Tasks 2-5 plans and deliverables.

Your Experience and Expertise

You will have:

- A bachelor's degree in a relevant discipline.
- At least five years of experience conceptualizing, designing and implementing field-based Monitoring, Evaluation, and Adaptive Learning (MEAL) projects relevant to the Somalia humanitarian assistance portfolio. Specific experience with TPM projects is highly preferred.
- At least three years of experience working on USAID-funded projects. Specific experience with humanitarian aid projects under BHA is highly preferred.

- Demonstrated experience with the development of data collection tools and plans, analysis plans, and reporting/presentation products.
- Demonstrated experience developing and writing technical products and reports for USAID audiences.
- Previous experience with use of cloud-based data collection platforms (such as Fulcrum, ODK, Kobo Toolbox or others).
- Previous experience using data analysis software (such as Excel, Nvivo, SPSS or STATA).

It is **desirable** that you will also have:

- A master's degree in a relevant discipline.
- Ability to effectively and efficiently handle multiple tasks simultaneously with precision and adapt to changes in responsibilities and workloads.
- A high degree of urgency and self-motivation/self-direction, and the ability to be flexible and adapt to dynamic contexts and needs.
- A results-oriented approach to problem-solving.
- Exceptional communication skills including for public presentations, written products, meeting facilitation, and day-to-day written correspondence.
- Ability to lead teams, and work on teams led by others.
- Ability and willingness to travel to Somalia as necessary.

Languages:

- Proficiency at a post-graduate level in English. Somali language skills are desirable.

How to Apply

If you are interested in applying for this position, please complete the application form at www.integrityglobal.com/opportunities 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 **09 August 2024**. 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 UK / US data protection laws.