



JOB ADVERTISEMENT

PRINCIPAL MANAGER, MONITORING, EVALUATION AND LEARNING (MEL)

Conditional full-time staff position based in the UK with up to 20% travel.

February 2026



INTEGRITY

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 ten complementary services: monitoring, evaluation and learning / data analytics / research, evidence and analysis / technical assistance / capability and capacity development / advisory / project management / communications / 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.

With offices in London, Washington DC and Islamabad, our multi-national team of over 40 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 standards in our work, our employment of staff and our interactions 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

How the Principal Manager fits into the Integrity team

You will play a varied technical expert and management role at Integrity, contributing to the design and delivery of our services, while supporting company and team management. Drawing on MEL, project management, and other relevant expertise, you will help win and deliver high quality, commercially profitable projects.

The Principal Manager role sits within the Services Team, which leads the design and delivery of our work. Responsibilities include business and proposal development, project direction and management, technical delivery and wider institutional learning. As a leader in the Services team, you will play senior roles on new bids and existing projects, including as Project Director, Team Lead, and Senior Expert.

You will work flexibly and be attracted to a fast-paced working environment. The focus of the Principal Manager's work will depend on current priorities and may include periods that focus more on either project delivery or business development.

The role will report to the Head of MEL and be based in our London offices with project-focused travel. It is open to candidates based outside London, provided they attend the London office at least four days per month.

Scope of Work

The Principal Manager will play a key role in the delivery of contracted projects. This includes leadership roles, technical delivery, project management and oversight. You will provide quality control (technical and commercial) on projects and programmes.

You will also support the consolidation of good practice within the company, as an active member of our internal MEL Working Group and contribute to thought leadership. You will support mid-level and junior staff members, and the continued development of best project management.

You will support technical bid development, particularly for FCDO and other government departments. This includes developing appropriate, innovative approaches and methodologies to meet the needs of our clients while remaining true to our MEL identity. This also includes leading and writing technical proposals relating to key services including, MEL, Research, Evidence & Analysis (REA), and Data Analytics. Key thematic areas include economic growth, cybersecurity, fragility and violent conflict, governance, countering information manipulation, aid effectiveness, and humanitarian assistance.

Terms of Reference

A. Project Delivery (50%)

The Principal Manager plays a key role in delivering Integrity's projects, including technical leadership, project direction, management, and technical support and inputs, as applicable.

- Ensure Integrity delivers its portfolio of projects and relationships on time and to high technical quality standards through project management and governance roles.
- Ensure projects are delivered on time, on budget, to high levels of quality and in keeping with Integrity's MEL identity, ethics, and ethos.
- Develop and sustain our reputation for high quality, innovative and client- and community-focused work.

- Negotiate successful proposals to contract ensuring effective coordination with relevant parties across Integrity's four key teams.
- Lead on project responses to strategic risks and opportunities.
- Balance project and company resource requirements.
- Effectively, empathetically, and diligently manage relationships with clients, consortium partners and stakeholders more broadly.
- Perform technical advisory and other STTA roles on contracted projects.

B. Business Development (40%)

The Principal Manager leads or supports technical proposals, assuring the quality of Integrity's overall approach and representing Integrity externally.

- Lead on, and/or contribute to, the technical design of new Integrity opportunities, from identification and pre-positioning through to submission, negotiation, and inception.
- Contribute to successful and viable bids through developing technical approaches, selecting and refining methods, building resource and work plans, and contributing to budget development.
- Contribute and sometimes lead the articulation, development, and roll-out of approaches and methodologies, in line with company strategy.
- Contribute to external thought leadership on Integrity's technical offering and to internal organisational learning efforts.
- Develop and sustain strong working relationships with key government clients and other relevant accounts.
- Provide constructive quality assurance of technical offers on bids.
- Support the growth and/or improvement of our service, thematic and geographic capabilities. Work closely with the Head of MEL to improve our offer.
- Lead and/or contribute to internal and external communications on agreed services, theatics and/or geographies.

C. Staff Management (10%)

- Line manage select Integrity staff and/or corporate consultants.
- Work with those you manage to develop their careers, contributing to professional advancement, job satisfaction and personnel retention.

Your experience and expertise

The Principal Manager will have:

- 10+ years' experience in MEL and research activities in international development and/ or national security.
- Minimum of 5 years' experience of direct management and/or oversight of FCDO projects.
- Proficiency in FCDO regulations, the PrOF, EQuALS processes, and wider procurement procedures and contract compliance.
- Experience managing and leading teams of staff and consultants on successful project delivery.

- Demonstrated experience in capture and/or technical proposal writing skills for FCDO and/ or ISF procurement opportunities.
- The ability to produce innovative and high-quality technical work, independently and on time.
- Strong people skills evidenced by client and team management experience, including through Project Manager roles.
- Proficiency in Word, Excel, and PowerPoint.

It is desirable you will also have:

- Experience in capture and technical proposal writing for UK domestic government procurement opportunities.
- Thematic experience in one or more of: conflict, security and justice, governance, humanitarian response, cybersecurity, climate, or natural resources and environment.
- An understanding of one or more of the following key geographies: Eastern Europe, Middle East and North Africa, East Africa or South Asia.
- Eligibility and will to undergo U.K. National Security Vetting (you must have lived in the UK for at least five years, be legally entitled to work, and be willing to provide detailed information about your employment history and personal background).
- Proficiency in Power BI.

Languages:

- Written and oral fluency in English, with the ability to write clear and compelling narrative. A Professional level of competency in French or Arabic is desirable.

Core competencies

You should also demonstrate the following core competencies:

Level 1: Team competencies	Level 2-4: Management competencies
<ul style="list-style-type: none"> • Ethics • Leadership • Planning and Organising • Development and Continual Learning • Results Focus and Initiative • Teamwork • Customer Orientation • Communication • Managing Change 	<ul style="list-style-type: none"> • Analytical and Flexible Thinking • Achievement Focus • Managing Resources • Teamwork and Team Leadership • Customer Orientation • Influencing • Organisational Knowledge • Organisational Alignment • Strategic Thinking • Accountability • Developing Talent

Hybrid working

Integrity is a hybrid work employer offering a flexible working model that supports a blend of in-office and working from home time. Each office has its own flexible working model to meet local needs and demands.

How to apply

If you are interested in applying for this position, please complete the application form at <https://www.integrityglobal.com/opportunities/apply-s2> 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 **1 March 2026, inclusive**. However, we may 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 the UK.

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 data protection laws.