

PROJECT ADVERTISEMENT:

Senior Monitoring, Evaluation & Learning (MEL) Manager

Partnership Fund for a Resilient Ukraine (PFRU-2)

Full-time consultancy position, from December 2026 to September 2027, based in Kyiv, Ukraine with potential travel.

November 2026

Introducing Integrity

Our services equip organisations to understand complex environments, make confident decisions, and deliver solutions and lasting impact.

Our multidisciplinary teams work hand in glove with our clients to address the strategic, operational, and tactical challenges they face. We generate the evidence needed to inform decisions, mitigate risks and drive meaningful results. We combine advanced analytics, data science, strategic advisory, programme delivery, learning and communications within a single integrated approach that connects insights to action and adaptation.

Our approach is built around a continuous analytic loop: generating insights, translating them into action, measuring outcomes, and embedding learning to strengthen future performance. By connecting evidence, decision-making and learning, we help our clients build resilience, be effective, and create lasting value.

With offices in London, Washington DC and Islamabad, our multi-national team of over 40 delivers multi-year projects, programmes and consulting assignments to a wide range of government clients, international organisations, foundations and private sector clients. We are guided by our organisational vision, mission, and set of values.

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

The Partnership Fund for a Resilient Ukraine 2 (PFRU-2) is a multi-year and multi-donor programme, which aims to strengthen Ukraine's resilience against Russian aggression by delivering essential support to local communities. It unites the Government of Ukraine with its international government partners to deliver projects across the country and at the national level.

Integrity leads the programme's monitoring, evaluation and learning (MEL) function, ensuring rigorous data collection and analysis while supporting the use of evidence to inform programme design, adaptation and learning. Integrity develops the MEL components of the Research, Monitoring, Evaluation and Learning (RMEL) strategy, including the RMEL Framework, Results Framework, Theory of Change (ToC) and time-bound implementation workplan. During the PFRU-2 Inception Phase, Integrity worked closely with the Research team and technical teams across all eight Strategic Projects (SPs) to develop project- and programme-level MEL plans. The programme-level ToC is complemented by a Theory of Action for each SP, with each SP-level Results Framework drawing from the harmonised PFRU-2 Indicator Catalogue.

Integrity delivers the MEL function in coordination with subcontracted data collection agencies, the PFRU-2 Deputy Team Leader for Learning, Adaptation and Policy, and the eight SP teams. Integrity also provides advice on research strategy and design, aligning data collection efforts to minimise duplication, promote harmonisation and ensure the effective use of research findings across the programme. To deliver high-quality outputs, Integrity works collaboratively with the wider PFRU-2 consortium, financing partners and Government of Ukraine stakeholders within the programme's governance structure.

Scope of Work

The Senior MEL Manager will play a varied technical and management role in delivering the MEL strategy for the PFRU-2 in Integrity's MEL team. Supporting the MEL Lead, they will draw on their contextual, technical and thematic expertise to deliver assigned projects on time, on budget, to high levels of quality and in keeping with Integrity's values and ethics.

The Senior MEL Manager serves as a senior technical member of the PFRU-2 MEL team, reporting to the MEL Lead and working closely with the Project Manager to support the effective delivery and performance management of the MEL function. Based in Kyiv, with regular travel across Ukraine as required, the role combines technical leadership with team management responsibilities. The Senior MEL Manager oversees the day-to-day work of the MEL team, provides technical guidance to staff, strengthens team capabilities, supports professional development and learning, and ensures that MEL activities are delivered on time, to a high standard, and in line with Integrity's values and ethical standards.

The role also plays a central part in the design, implementation, and continuous improvement of the programme's MEL approach. Working alongside the MEL Lead, the Senior MEL Manager supports the development and adaptation of MEL frameworks, plans, methodologies, tools, and innovative approaches, ensuring they remain responsive to evolving programme priorities and contextual considerations. They oversee the rollout and use of MEL platforms and tools, manage quantitative and qualitative data collection processes, and lead work planning to ensure efficient delivery, risk management, and coordination across MEL activities.

In addition, the Senior MEL Manager is responsible for ensuring the quality and effective use of MEL data and evidence. This includes overseeing the development of analytical tools for data cleaning, extraction, and analysis, operationalising quality assurance systems, and supervising the production of high-quality technical outputs in English. The role also supports stakeholder engagement by helping to build and maintain relationships with key partners and communicating the programme's MEL approaches, processes, and findings in a clear and accessible way.

Terms of Reference

A. Technical Design

You will:

- Lead the design and revision process for the Theory of Change and Results Framework, supporting the MEL Lead and/or technical experts.
- Support the Monitoring Team in the development of tools and methodologies for qualitative and quantitative data collection for assigned PFRU projects, providing feedback where necessary.
- Provide day-to-day technical guidance to the delivery teams and liaise with them to support the uptake and use of monitoring systems and information.
- Oversee the synthesis of project activity and output data utilising data knowledge management good practice and tools.
- Oversee the scheduling and logistics of data collection.
- Support accurate and timely data synthesis and collection for project activities, following established MEL procedures and ensuring a common understanding amongst teams on data collection expectations.
- Conduct and oversee data synthesis, analysis, and reporting of monitoring findings.
- Support the development and implementation of analysis protocols and the production of reporting templates.
- Ensure monitoring data is accurately captured in the MEL information management system and effectively presented in graphs and dashboards on the MEL reporting platform.
- Lead the story of change development for projects that have ended, including additional primary data collection.
- Support fortnightly, quarterly and annual reporting by providing inputs as necessary.
- Provide information and support for other programme reporting products as necessary.

- Support the MEL Lead in quality assurance to ensure the accuracy and consistency of MEL processes and outputs, including reports, dashboards, and presentations.
- Conduct spot checks to ensure MEL reporting is accurate.
- Oversee the submission of reports or other deliverables, ensuring they are on time and meet the agreed quality criteria.
- Ensure that data storage and document configuration follow Integrity's standards and protocols.
- Facilitate the use of MEL findings to drive programme improvements and adaptive management.
- Design lessons learned engagements and lead facilitation.
- Manage the support for RMEL workshops and events, including Theory of Change workshops.

B. Team Management

You will:

- Supervise MEL Team members, guiding team members to strengthen their technical skills.
- Work with the MEL Lead and other technical experts to develop training materials, presentations and reports to strengthen MEL capacity development of the MEL Team and, as required, PFRU delivery teams.
- Support the PMU in the recruitment of new team members and resource requirements to fulfil technical delivery requirements.
- Attend and lead internal team calls and external meetings, as required.
- In support of the MEL Lead, manage the activities of the MEL Coordinator, ensuring timely delivery of MEL activities according to the workplan.
- Provide regular, clear communication on resource gaps to undertake required activities to the MEL Lead and PMU.
- Coordinate with programme staff with research and monitoring activities to ensure that all required data, outputs, outcomes, and learning are comprehensively captured.
- In coordination with the MEL Lead, collaborate with delivery teams, PFRU senior management, financing partners, and other stakeholders to align MEL activities and learning with broader program objectives.
- Coordinate with key stakeholders to address problems with delivery in a timely and solutions-oriented manner.

C. Learning

You will:

- Report to the MEL Lead and MEL Leadership on the capturing of key insights from delivery lessons from MEL activities, working with MEL Managers and MEL Officers to identify and capture these insights for review and synthesis into reporting.
- Collaborate with the programme team and Integrity staff to share best practices and lessons from delivery.

- Develop and cultivate a 'one team' ethos across the project team, fostering a collaborative, constructive team ethos emphasising accountability, agility, problem-solving, and effective communication with all parties.

Support other ad-hoc tasks, as required.

Your Experience and expertise

You will have:

- 8-10 years of experience working on monitoring, evaluation and learning within international development and/or the consultancy sector.
- Experience working with a multilateral agency, fund, consultancy and/or an NGO delivering in Ukraine since February 2022.
- Excellent understanding of monitoring and evaluation framework design, instrument design, contextual analysis, theory of change design, data collection supervision and analysis plan development.
- Experience designing and delivering monitoring and evaluation projects, using qualitative and quantitative data collection methodologies, including direct observation, survey forms, call centre data collection, key informant interviews, focus group discussions and MIS review.
- Strong proficiency with Word, Excel, and PowerPoint.
- Experience with quantitative and qualitative analysis software (e.g., SPSS, NVivo, STATA, etc.), including quality-assuring qualitative and quantitative analysis software outputs.
- Demonstrated experience in quality control, quality assurance, and analysis of M&E data, leading the writing of monitoring and learning reports in a variety of different reporting formats.
- Proven ability to communicate well, work in a team, and collaborate with individuals with diverse technical backgrounds and with external stakeholders, including government entities and international agencies.
- Demonstrated experience in MEL and/or TPM reporting and technical writing skills, with the ability to produce high-quality technical work expeditiously and independently.
- Successful track record managing teams of staff and consultants in successful MEL and/or TPM project delivery.
- Strong understanding of the political landscape and regional dynamics of Ukraine.
- Experience working with international humanitarian, development and security actors in Ukraine.

It is desirable that you will also have:

- Thematic experience in conflict, security and justice, governance, gender and social inclusion, economic development, climate, natural resources and environment, health and/or education.

- Experience managing technical aspects of contract performance as well as procurement, staffing and personal management, and reporting requirements.
- Experience using Microsoft Project and PowerBI.
- Experience using data engineering and analytics programming languages (e.g. Python, R).

Languages:

- Written and oral fluency in English, with the ability to write clear and compelling narrative.
- Excellent spoken and written Ukrainian and Russian language skills.

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 **11 December 2026**. 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 Ukraine.

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.