



PROJECT ADVERTISEMENT:

Third-Party Monitoring (TPM) Senior Manager Verification and Technical Assurance Programme – Ukraine (VERITAS-UKR)

Fixed-term consultancy position, from 1 September 2026 to 31 December 2029, based in Kyiv, Ukraine, with possibility of travel in Ukraine.

August 2026



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, programs 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

Project Background

The UK Foreign Commonwealth and Development Office (FCDO) have contracted Integrity to deliver demand-led independent Third-Party Monitoring (TPM) services and portfolio evidence research analysis for the FCDO's ODA portfolio in Ukraine (managed by British Embassy Kyiv (BEK)). The contract is intended to provide assurance and transparency of results being achieved by the FCDOs implementing partners (IPs) and downstream partners in Ukraine, to increase accountability to project beneficiaries and achieve greater assurance for the portfolio.

The expected impact of this project is to improve and maintain the FCDO ODAs programme performance in Ukraine. Improvements in the quality of programming will result in improved humanitarian and development delivery and better value for money (VfM) for the people of Ukraine. This in turn, is expected to strengthen public and ministerial confidence in the FCDOs programming for Ukraine. The intended outcome is strong evidence for accountability and strategic planning, alongside enhanced knowledge of the portfolio. FCDO will also have increased knowledge of the on-the-ground delivery to inform decision making.

Scope of Work

The TPM Senior Manager will report to the TPM Team Leader and support them in the management and delivery of the TPM workstream on VERITAS. They will focus on the scoping of TPM needs across the portfolio and support the TPM Team Leader in the technical design and drafting of TPM Tasking Orders (TOs) and work closely with the relevant project and technical teams from the FCDO, BEK and IPs, as well as the local data collection partners.

This position requires extensive stakeholder engagement and coordination skills, TPM knowledge, and an expert-level understanding of the context. It also requires a commitment to fostering a positive and empathetic work environment in a remote team structure amidst rapidly changing circumstances and urgent deadlines.

Terms of Reference

A. Technical Design and Delivery

- Support the TPM Team Leader in maintaining and updating the TPM activity pipeline tracker, to be reviewed at least quarterly with FCDO. This includes scoping activities by reviewing documentation and consulting FCDO and IPs to prioritise tasks.
- In coordination with the TPM Team Leader, lead the technical design, scoping and drafting of approved TOs, with support from the Programme Manager, and in consultation with FCDO, IPs and data collection partners. Each TO Scope of Work will detail the team, TPM approach and sampling, data collection and analysis methodology, timeline, risks, mitigations, dissemination plans and costs.
- Support the TPM Team Leader in liaising with the TPM subcontractors to oversee the design and development of data collection tools, and in the scheduling and logistics of data collection, in line with the agreed workplan and cost.
- Support the TPM Team Leader in ensuring that all TPM processes apply Gender, Equality, Disability and Social Inclusion (GEDSI) considerations and principles are incorporated into the

design, delivery, analysis and reporting of each TO activity, with support from short term experts.

- Support the TPM Team Leader in mobilising and briefing the TO team on the scope of work. Coordinate with the TO team to finalise and pilot tools to make final adjustments before deployment.
- Conduct quality control on all monitoring data, including spot checks to make sure TPM reporting is accurate.
- Support the TO teams in data synthesis, analysis and reporting of monitoring findings, including the submission of reports or other deliverables, ensuring they are on time and meet the agreed quality criteria
- Support the Data Governance & Analytics Manager in ensuring that all data storage and document configuration follow agreed project protocols and Integrity's standard operating procedures.
- Participate in or lead the presentation of findings to stakeholders, as needed.

B. Team management and coordination

- Establish and maintain constructive working relationships with key stakeholders in the relevant FCDO/BEK/IP teams, as well as with all TPM subcontractors.
- Oversee and manage the activities of the TO teams, ensuring timely and quality delivery of reporting to the workplan.
- Regular coordination with VERITAS team members through leading, participation, and contribution in team meetings, team training and capacity building.
- Support the TPM Team Leader in the development of training materials, presentations and reports to strengthen TPM capacity development of the TPM team, and as required, FCDO/BEK programme teams.
- Support the PMU in the recruitment of new team members, namely technical experts, to fulfil technical delivery requirements.
- Provide regular and clear communication on resource gaps to undertake required activities to the TPM Team Leader and PMU.

C. Learning

- Share lessons identified and learnt from technical delivery, supporting the TPM Team Leader and TPM team members in integrating FCDO/IP/subcontractor feedback into programme delivery.
- Collaborate with the programme team and Integrity staff to share best practices and lessons from programme delivery.
- Develop and cultivate a 'one team' ethos across the programme team, fostering a collaborative team ethos emphasising accountability, agility, problem-solving, and effective communication with all parties.

Your Experience and Expertise

You will have:

- 10+ years' experience in the design and delivery of third-party or field monitoring, verification, and delivery assurance programmes in high-risk environments, including Ukraine.
- Strong experience and knowledge in the design and delivery of remote and in-person data collection and analysis methods (quantitative and qualitative) in high-risk environments, including Ukraine.
- 10+ years' experience in designing and delivering multi-thematic research and evaluation assignments that generate evidence of impact at national, state, and local levels in the international development or humanitarian fields.
- Experience in supporting multi-stakeholder learning uptake strategies, with demonstrated experience in working with implementing partners to facilitate the effective uptake of operational recommendations.
- 10+ years' experience in managing and developing large monitoring, evaluation, and/or research teams across several workstreams (in-person and remote).
- Experience in supporting data collection activities in hard-to-reach or high-risk areas and deep understanding of in-person data collection safeguarding requirements.
- Demonstrated experience in complex stakeholder engagement with monitoring, evaluation, or research companies, CSOs/NGOs, and government departments.
- Strong thematic and contextual knowledge of humanitarian assistance in Ukraine (social protection, psychological support, evacuations, prevention and response to gender-based violence and sexual exploitation and abuse, emergency response services).
- Excellent oral and written communication, analytical, interpersonal, and management skills.
- Fluency in written and spoken English is required, proficiency in Ukrainian is highly preferred.

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

- Experience in supporting the development of practical recommendations based on multiple data streams to improve delivery efficiency and impact at a programmatic and/or portfolio level.
- Experience in delivering reporting outputs for monitoring and verification, and evaluation and/or research findings, to public sector clients in the development or humanitarian fields.
- Experience in participatory evaluation, research, or monitoring initiatives, particularly citizen-led accountability initiatives.
- Experience in building organisational capacity in data collection or analysis methods.
- Experience engaging with Ukrainian civil society to understand humanitarian or development impact and subsequent needs.
- Expertise in disability-inclusive approaches and trauma informed monitoring methodologies

Languages:

- Fluency in written and spoken English is required, proficiency in Ukrainian is highly preferred.
- Written and oral fluency in English, with the ability to write clear and compelling narrative;

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 **28 August 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.