

PROJECT ADVERTISEMENT:

Monitoring, Evaluation & Learning (MEL) Officer

Partnership Fund for a Resilient Ukraine (PFRU-2)

Full-time consultancy position, from December 2026 to June 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 MEL Officer will support technical delivery of the MEL strategy for the PFRU-2 within Integrity's MEL team. Working within the project delivery team, they will draw on their contextual, technical and thematic experience to support the delivery of their workstream's projects on time, to high levels of quality, and in keeping with Integrity's values and ethics.

The MEL Officer will report to the MEL Manager(s) and work in close coordination with other MEL Officers, providing support across the technical delivery and MEL activities for PFRU-2. They will contribute to the development and implementation of project MEL systems and activities, ensuring they meet project requirements and quality standards. The MEL Officer will also support MEL Manager(s), the Senior MEL Lead and the MEL Lead in delivering project workstreams and coordinating activities across the wider MEL team.

The successful candidate will assist in designing and implementing innovative quantitative and qualitative research methodologies, undertake data collection activities, and play a key role in using analytical tools to clean and extract the data produced. They will support the preparation and drafting of the technical products and reports in English, incorporating

feedback from MEL Managers, the Senior MEL Lead and the MEL Lead as required to ensure high-quality outputs.The MEL Officer will also work in line with project workplans, coordinating with colleagues and stakeholders to support timely delivery of activities. They may also support the procurement of MEL platforms and tools, and assist with the logistical planning and implementation of MEL activities where required.

This is a consultancy position, with the duration of engagement determined by the project assignment. Candidates must be based in Ukraine, preferably in Kyiv, and be willing to undertake occasional travel within Ukraine to engage with stakeholders and work in person with team members. Any limitations on travel should be clearly stated in the application.

Terms of Reference

A. Technical Delivery

You will:

- Coordinate closely with the MEL Manager(s), other MEL Officer(s) and Project Manager as part of the project delivery team supporting successful delivery of project work in line with project constraints and Integrity's ethics and values.
- Review and engage with the contractually agreed scope of work and approved delivery approach, ensuring a comprehensive understanding of the key technical requirements and proposed solutions.
- Support the MEL Manager in the development of mixed (qualitative and quantitative) MEL methods and data collection tools, ensuring their relevance and appropriateness for use in Ukraine and in different languages (English, Ukrainian, and Russian).
- Conduct desk-based and document reviews, including grey literature, evidence reviews and synthesis.
- When required, support primary data collection by conducting Key Informant Interviews (KIIs)/In-depth Interviews (IDIs), Focus Group Discussions (FGDs) or/and Online Surveys, using data collection tools to clean the data and code against the analytical framework(s).
- Lead the translation and cleaning of transcripts of KIIs, notes from FGDs and online surveys from Ukrainian/Russian into English.
- Support quantitative and qualitative data analysis for MEL activities, utilising analytical plans and analysis tools (e.g. R, SPSS, NVivo) to produce high-quality, evidence-based findings, conclusions, actionable recommendations, and identify lessons for future delivery.
- Support the preparation and drafting of reporting products and engage with internal quality assurance and client feedback to ensure high delivery standards.
- Ensure that draft outputs meet the required level of quality assurance standards.
- Support the MEL Lead and/or MEL Manager(s) in the coordination and preparation of workshops and presentations.
- Provide regular progress updates on data collection and analysis to the MEL Manager(s).

- Contribute to external (i.e., with client teams) and internal (i.e., company or project teams) engagement and workshops on technical issues or products.

B. Coordination

You will:

- Provide technical and coordination support to the MEL Lead and other MEL Manager(s) in the delivery of data collection activities, including day-to-day coordination with data collection partners, operations focal points to support in tracking project activities.
- Assist the Project Manager and MEL Manager(s) in the procurement of MEL tools, equipment of services for field activities, where necessary.
- Support the Project Manager with logistical arrangements for MEL activities, such as organising transport, accommodation and ensuring availability of required materials for teams.

C. Learning

You will:

- Collaborate with the project team and Integrity staff to share best practices and lessons from programme delivery.
- Develop and cultivate a 'one team' ethos across the project team, fostering a collaborative, constructive team ethos with an emphasis on accountability, agility, problem-solving, and effective communication with all parties.

Support other ad-hoc tasks, as required.

Your Experience and expertise

You will have:

- 3+ years' experience working on monitoring, evaluation and learning within international development and/or the consultancy sector.
- Good experience of monitoring and evaluation framework design, instrument design, contextual analysis, Theory of Change design, and analysis plan development.
- Strong research, evaluative and analysis skills.
- Proactive attitude towards learning and development.
- Strong proficiency with Word, Excel, and PowerPoint.
- Maintains a high level of accuracy and attention to detail in work.
- Good ability to communicate and collaborate in a team, with individuals with diverse technical backgrounds and with external stakeholders, verbally and in writing.

It is desirable that you will also have:

- Strong understanding of the political landscape and regional dynamics of Ukraine.
- Demonstrated experience with quantitative and qualitative analysis software (e.g. R, SPSS, NVivo, etc.).

- Experience working with a team of staff and consultants in successful learning/evaluative project delivery.

Languages:

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

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 27 November 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.