

SENIOR EXPERT, MONITORING, EVALUATION, AND LEARNING (MEL)

NATIONAL SECURITY

Full-time, staff position based in the UK.

Salary: Up to £70,000

November 2026

INTEGRITY

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, empathize with people's situations, and commit to do no harm.

ETHICS: We uphold 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 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**.

How the Senior Expert, MEL fits into the Integrity team

The Senior Expert, MEL will join Integrity's Services Team and play a key technical and management role in the design and delivery of our MEL portfolio.

Drawing on expertise in MEL, project management, and relevant technical or thematic areas, they will contribute to high-quality, commercially viable projects while supporting wider directorate and company priorities.

The role will combine technical delivery, project direction and management, business and proposal development, and organisational learning. The balance will vary over time, with some periods focused more heavily on project delivery and others on business development.

The Senior Expert will work flexibly across Integrity's areas of expertise and teams and thrive in a fast-paced working environment. The role will be based in London and report to a Principal Expert, MEL, or the Head of MEL, while working closely with colleagues across Integrity's Business, Corporate and Operations teams.

The Senior Expert's Scope of Work

The Senior Expert will play a leading role in technical design and delivery of MEL projects and proposals, particularly for UK Government clients. They will develop and apply appropriate, innovative, and proportionate MEL approaches and methodologies in response to client needs, drawing where relevant on Integrity's wider expertise in Research, Evidence & Analysis and Data Analytics.

UK national security will be a primary thematic focus, including cybersecurity, countering information manipulation, economic security, resilience and preparedness, and emerging technology governance.

Alongside project and business development responsibilities, the Senior Expert will contribute to organisational learning and good practice across Integrity and may line-manage more junior staff.

Terms of Reference

A. Technical design and business development (30%)

The Senior Expert will play a key role in developing and strengthening Integrity's MEL approaches and methodologies. They will apply and refine MEL methods, lead the technical design of proposals, assure the quality of MEL approaches across bids and projects, and represent Integrity externally. They will also contribute technical skills to the design of work across other relevant expertise and thematic areas. Key tasks will include:

- Leading and contributing to the technical design of new opportunities from identification and pre-positioning through to submission, negotiation, and inception. Developing high-quality, commercially viable offers through technical approaches and methodologies, resource and work plans, and budget development.
- Developing and strengthening Integrity's technical approaches and methodologies, particularly its UK MEL offer, working closely with the Head of MEL to ensure these respond to company strategy, client needs, and emerging market requirements.
- Providing technical quality assurance on selected bids and projects, constructively challenging and strengthening methodologies, technical approaches, and delivery models.

- Strengthen and communicate Integrity's technical offering, through internal and external thought leadership, communications and engagement across agreed expertise, thematic areas, and geographies.

B. Project delivery (50%)

The Senior Expert will help deliver Integrity's projects through technical, project direction, and management roles, with a focus on our national security MEL portfolio, including:

- Leading and contributing to successful project delivery, taking on senior MEL technical, project direction, management, governance, and advisory roles as appropriate, and ensuring work is delivered on time, on budget, to high-quality standards and in line with Integrity's mission, values, and ethics.
- Providing effective project management and oversight, designing, and tailoring appropriate management tools and processes, including performance and financial tracking, and supporting effective transitions from proposal through mobilisation and delivery.
- Managing project risks, opportunities and resources, leading responses to strategic delivery issues and balancing project requirements with wider company resource needs.
- Building and maintaining strong project relationships, working effectively and empathetically with clients, consortium partners, and other stakeholders to support successful delivery and reinforce Integrity's reputation for high-quality, innovative, and client- and community-focused work.

C. Account and consultant management (10%)

The Senior Expert will strategically develop and manage relationships with priority accounts, partners, and consultants, including:

- Positioning Integrity for future opportunities by engaging with clients and partners, emerging opportunities, and delivery concepts, and supporting the development of relevant technical, thematic, and geographic capabilities.
- Building and maintaining a strong network of consultants and technical experts relevant to Integrity's priority services and thematic areas.
- Mobilising relationships and expertise to support priority bids, projects, and capability development.

D. Learning (5%)

The Senior Expert will support internal and external learning, particularly across priority expertise, thematic areas, and geographies, helping translate experience and good practice into stronger technical design and delivery. Key tasks will include:

- Identifying, capturing, and sharing lessons and good practice from across Integrity's portfolio and the wider sector, ensuring learning informs future bids, methodologies, and project delivery.
- Strengthening internal technical capability, working particularly with the Head of MEL to develop and deliver training, learning events and resources, while supporting colleagues' professional development in areas of relevant expertise.
- Engaging with external learning and practice, participating in relevant events, networks, and communities of practice, and bringing relevant insights back into Integrity.

E. Staff management (5%)

The Senior Expert may have line-management responsibilities for selected Integrity staff or corporate consultants. Key tasks will include:

- Provide effective and supportive line management, setting clear expectations, providing regular feedback, and supporting colleagues' professional development, career progression, job satisfaction, and retention.

Your experience and expertise

It is **essential** that the Senior Expert has:

- At least 7 years' experience in monitoring, evaluation, learning, and research, including experience working with UK Government clients.
- Strong understanding of the UK national security policy and institutional context, and the implications for the design and delivery of MEL.
- Strong expertise in MEL design including developing Theories of Change, results frameworks, indicators and wider monitoring and learning systems.
- Strong expertise in evaluation design and methods, including theory-based, process and impact evaluation approaches, with a practical understanding of the HM Treasury Magenta Book and the ability to select and apply appropriate methods to different evaluation questions, programmes, and contexts.
- Proven experience designing complex MEL bids, preferably for UK Government clients, including developing technical approaches and methodologies, work and resource plans, and commercially viable budgets.
- Strong applied research and analytical skills, spanning research design, qualitative and/or quantitative data collection and analysis, synthesis, reporting, and dissemination.
- Experience assuring the quality of MEL, research and evaluation, including reviewing methodologies, data, analysis and reporting and applying appropriate quality assurance and quality control processes.
- Strong project and relationship management skills, including experience managing complex projects and working effectively with clients, partners, consultants, and multidisciplinary teams.
- Excellent written and verbal communication skills in English, with the ability to communicate complex technical concepts clearly and produce compelling, decision-focused written outputs.
- Proficiency in Microsoft Word, Excel, and PowerPoint.

It is **desirable** that Senior Expert has:

- Deep thematic expertise in cybersecurity or another relevant national security area such as countering information manipulation, economic security, resilience and preparedness, or emerging technology governance.
- Strong understanding of international security issues and geopolitical dynamics, and their implications for programme design, delivery, and MEL.
- Knowledge of relevant data sources and emerging approaches to evidence generation in national security contexts, including cyber data and information-environment data such as digital and social listening data.

- Experience applying data analytics to MEL, including experience using analytical or coding tools such as R or Python.
- Understanding of UK Government business-case and appraisal approaches, including familiarity with the HM Treasury Green Book, and how appraisal, and MEL relate across the policy and programme cycle.

Core competencies

The Senior Expert should also demonstrate the following core competencies:

Level 1: Team competencies	Level 2-4: Management competencies
• Ethics • Leadership • Planning and Organising • Development and Continual Learning • Results Focus and Initiative • Teamwork • Customer Orientation • Communication • Managing Change	• 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 **www.integrityglobal.com/opportunities/apply** and attach a CV and short 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 **6 December 2026.** 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.

We will consider candidates who are based in London, or a commutable location.

Because of the nature of some of Integrity's work, candidates may need to go through Security Clearance and be able to demonstrate that they have been resident in the UK for at least the last five years.

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.