

# MEL Manager - Farm Support Funding

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**Starting Date:** 01.02.2023

**Contract type:** Open ended contract

**Salary:** Geneva: 92,000CHF, London: £52,000, Delhi: 2,800,000 INR, Lahore: 5,998,00 PKR

**Location:** Geneva (Switzerland), London (UK), Delhi (India) or Lahore (Pakistan)

**Application closing date:** 30.09.2022

## Background

Better Cotton is the world's largest cotton sustainability programme. Our mission: to help cotton communities survive and thrive, while protecting and restoring the environment. In challenging times, we are meeting the challenge head on. Through our network of field-level partners we have trained over 2.5 million farmers - from the smallest to the largest - in 23 countries in more sustainable farming practices. A quarter of the world's cotton is now grown under the Better Cotton Standard. We have united the industry's stakeholders behind our efforts, from ginners and spinners to brand owners, civil society organisations and governments. Everyone who cares about cotton and its sustainable future can now be part of something better.

The Better Cotton Growth and Innovation Fund (Better Cotton GIF or the Fund) is a global programme designed to support Better Cotton in achieving its goals and reaching cotton farming communities that need the most support. The focus of the Fund is field-level investment. The Fund finances projects which involve the promotion of sustainable farming practices that benefit farmers, farm workers and the farming environment.

## About this role

This position is new. The Monitoring and Evaluation Manager will therefore be accountable for both developing and then leading on the monitoring, evaluation and learning for the Better Cotton Growth and Innovation Fund (GIF). This position will also be responsible for developing an approach to evaluate the impact of the project portfolio overall to ensure funding is used to the best possible effect.

## Responsibilities

### M&E System Design & Implementation

- Develop and lead the implementation of the monitoring, evaluation and learning plan for GIF in alignment with Better Cotton's MEL systems and approaches.
- Identify and address shortfalls in monitoring, evaluation and information management that could impact the quality of programme implementation.

- Oversee the development and management of learning systems and ensure that learning is shared back with funded partners and integrated into the RFP of future funding rounds.
- Commission and review evaluations of funded projects (where relevant)
- Design and implement relevant MEL tools to assess the results of GIF's overall activity.
- Develop capacities of partners in M&E and provide technical assistance to them in developing and implementing project-level M&E systems
- Manage commissioning of external research and/or external data collection (development of TORs, supervision of external researchers, revision of evaluation reports, etc.)

### **Data Management, Analysis and Reporting**

- Support partners to develop good baseline survey and data collection habits to facilitate project reviews.
- Monitor whether project outputs have been achieved in full and on time
- Support partners to develop data collection templates that align with the requirements of the GIF.
- Analyse all data collected and advise the GIF team and partner management on needed project revisions.
- In coordination with the data team in Better Cotton, explore and pilot ways to improve partner data collection

### **Quality Management**

- Support partner applicants with the design of logical frameworks and M&E plans and ensure they are aligned to GIF and Better Cotton M&E guidelines. Advise on the inclusion of M&E resources and activities in new project proposals.
- Monitor the quality, reliability and relevance of data collected to ascertain the outcome, impact and sustainability of funded projects.
- Support and build the capacity of programme partners and the GIF team to utilize monitoring, evaluation and learning systems to manage the project data and performance.
- Ensure that lessons learned, and recommendations related to monitoring, evaluation and accountability are documented, shared and factored into the design of new projects and discussed during periodic programme reviews.

### **Communication**

- Provide information for the preparation of communication materials and regular GIF activity reporting.

The role is expected to evolve in line with the GIF's priorities.

## **Profile**

The selected candidate will have the following skills, knowledge, and experience:

Skills, Knowledge and Experience

<i>Essential</i>
<ul style="list-style-type: none"> <li>• Master’s degree in MIS, natural resource management, international development; environmental or conservation management or equivalent work experience</li> </ul>
<ul style="list-style-type: none"> <li>• Demonstrated ability in logframe design, review and adaptation within a project’s term</li> </ul>
<ul style="list-style-type: none"> <li>• Prior experience with donor/funding organisations including MEL frameworks and development and the oversight of activity monitoring, evaluation and learning plans</li> </ul>
<ul style="list-style-type: none"> <li>• Ability to take the lead in managing the GIF MEL system with minimum support, working quickly and effectively</li> </ul>
<ul style="list-style-type: none"> <li>• Ability to articulate technical information clearly and effectively to both technical and non-technical audiences</li> </ul>
<ul style="list-style-type: none"> <li>• Strong facilitation skills, with experience of delivering capacity building support both in person and remotely</li> </ul>
<ul style="list-style-type: none"> <li>• Strong quantitative data collection, management and analysis skills</li> </ul>
<ul style="list-style-type: none"> <li>• Strong verbal communication skills with the ability to work across teams and partners, building relationships with ease</li> </ul>
<ul style="list-style-type: none"> <li>• Resourceful and proactive, with initiative and a problem-solving disposition.</li> </ul>
<ul style="list-style-type: none"> <li>• Strong IT skills</li> </ul>
<ul style="list-style-type: none"> <li>• An ability to work creatively and flexibly in a small team, supporting other colleagues, and with a strong personal commitment to learning and improvement</li> </ul>
<ul style="list-style-type: none"> <li>• A commitment to the aims of Better Cotton</li> </ul>
<i>Desirable</i>
<ul style="list-style-type: none"> <li>• Expertise in smallholder agriculture</li> </ul>
<ul style="list-style-type: none"> <li>• Experience of rural development, gained through project or grant management of projects in SS Africa or South Asia</li> </ul>

## Working arrangements

The position is full-time (40 hours per week) and will be based in the Geneva, London, Delhi office or Lahore Office. Better Cotton offers flexible working, with core hours being 10 am – 4 pm and hybrid work (details vary per office location)

The position will require limited travel to countries funded by the GIF. These currently comprise: India, Pakistan, Turkey, Mozambique and Mali.

## Applications

Interested applicants with the required attributes are asked to send a detailed CV (2 pages maximum) and a motivational letter (2 pages maximum), in English, by applying [via this link](#). Applications will be reviewed on a rolling basis and first interviews will take place before the deadline, so early submission is recommended.



**Application deadline: 30.09.2022**

We thank all applicants for their interest; however, only shortlisted candidates will be contacted.

Better Cotton is currently unable to provide sponsorship for work permits, and candidates need to have a pre-existing right to work in the location where they will be based.

Better Cotton is an equal opportunities employer committed to good practice and transparency in the management of natural, human and financial resources.

Better Cotton has a zero tolerance approach to any attitudes or behaviours that put children or adults at risk of harm. Safeguarding incidents are acts of serious misconduct and are grounds for disciplinary action, up to and including, dismissal and referral to relevant authorities for criminal prosecution