



# Global MEL Senior Coordinator – Research & Grants

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**Starting Date:** As soon as possible, no later than 15.10.2023

**Contract type:** Permanent

**Salary:** Competitive salary commensurate with experience

**Location:** Lahore, Pakistan

**Application closing date:** 20.08.2023

## About Better Cotton

Better Cotton is the world's largest cotton sustainability programme. Our mission is to help cotton communities survive and thrive, while protecting and restoring the environment. Better Cotton currently has offices in China, India, Mozambique, Pakistan, Switzerland and UK, as well as staff based in Brazil, Burkina Faso, Ivory Coast, Kenya, Mali, Netherlands, Sweden, Turkey, the United States and Uzbekistan.

Better Cotton in Pakistan is working under a service level agreement with Better Cotton Global.

## Why join us

In challenging times, we are meeting the challenge head on. Better Cotton includes more than 200 individuals from diverse cultures, countries and backgrounds. Through our network of field-level partners 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.

## About this role

We are thrilled to announce this exciting opportunity for a Global Monitoring, Evaluation and Learning Senior Coordinator to lead the monitoring and evaluation of all Better Cotton's donor-funded projects, and to contribute to Better Cotton's overall Research and Evaluation effort.

The role is based in Better Cotton's office in Lahore, Pakistan, but has a global mandate, with some domestic and international travel to project sites. Approximately 4 to 6 domestic trips and up to 2 international trips per year can be expected.

The Senior MEL Coordinator will report to the Senior MEL Manager in charge of Research & Evaluation, based in Geneva, Switzerland.

This challenging role offers excellent opportunities for personal and professional development, together with a competitive benefit package.

## Key Responsibilities:

The primary role and responsibilities of the MEL Senior Coordinator are to coordinate the research and evaluation projects of Better Cotton, support the Fundraising team in developing the MEL component of new proposals and in designing the MEL plans of donor-funded projects and, more generally support the implementation of the overall Better Cotton MEL Strategy.

Specific responsibilities in these areas of work include:

- In consultation with the Better Cotton Program team and Program partners, identify research and evaluation opportunities in Better Cotton program areas;
- Conduct one or two case studies per year based on the identified needs (in Pakistan and in other countries where Better Cotton operates);
- For other types of research studies and evaluations, develop the Terms of Reference, select and hire external consultants, coordinate the evaluation and supervise the quality and the timeliness of the deliverables. ;
- Effectively disseminate the study findings both internally and externally, and facilitate the uptake of learnings by the concerned functions at Better Cotton;
- Develop and update our Impact & Evidence Compendium;
- Communicate proactively with researchers conducting independent research;
- Support the Fundraising and Program teams in designing new projects in different impact areas, including developing the project's Theory of Change, Logframe, and MEL plan;
- Coordinate the implementation of the MEL plan for donor-funded projects with the local Program teams and the Program Partners;
- Contribute to the development and update of the MEL strategy and its Implementation;
- Develop the MEL capacities of Better Cotton and Program Partner staff as required;
- Represent the MEL team in various internal and external events, working groups.

## What we offer

- Competitive salary;
- Flexible working;
- Hybrid working environment (work from office 2 days a week and from home 3 days a week, per current policy);
- Continuous learning and development;
- 25 days paid annual leave, plus 9 Bank Holidays and a further 3 days discretionary leaves;
- Maternity/paternity leaves;
- OPD & IPD coverage;
- Life insurance;
- A warm, positive working environment where everyone is valued;
- The opportunity to make your mark and make a difference.

## We are looking for someone who is having:

Skills, Knowledge and Experience
<p><b><i>Essential</i></b></p> <ul style="list-style-type: none"> <li>• University degree in environmental or social science, agriculture, rural development.</li> <li>• At least 7 years relevant working experience, including a minimum of 3-year experience in designing and implementing MEL activities in an NGO or research organisation.</li> <li>• Experience managing research projects in rural settings, including the design of data collection tools, the sampling, and the use of both qualitative and quantitative methods.</li> <li>• Experience recruiting and managing external consultants to deliver research work.</li> <li>• Experience of designing MEL frameworks including Logframes, indicators and MoVs.</li> <li>• Demonstrated grasp of the key issues in sustainability and knowledge of sustainable agriculture, especially in the smallholder farming context.</li> <li>• Experience of compiling and summarising reports for external and internal audiences.</li> <li>• Excellent analytical and problem-solving skills with pro-active attitude.</li> <li>• Experience of managing competing priorities, and delivering assignments timely.</li> <li>• Fluency in English and Urdu, with the ability to tailor written and verbal communications to different contexts and audiences.</li> <li>• Good data management skills with an understanding of statistics.</li> <li>• Good IT skills, including Microsoft Office suite.</li> </ul>
<p><b><i>Desirable</i></b></p> <ul style="list-style-type: none"> <li>• Knowledge and experience of theory-based evaluations, contribution analysis approaches, experimental and quasi-experimental research designs, and participatory evaluation methodologies.</li> <li>• Experience of strengthening capacity of colleagues and/or partner organisations.</li> <li>• Knowledge and experience in the cotton sector.</li> <li>• Proven interest and/or experience in voluntary sustainability standards.</li> <li>• Knowledge of French, Portuguese, Mandarin, Russian or Hindi would be a plus.</li> <li>• Experience using CAPI tools, data analytics and data visualisation tools.</li> <li>• Experience working as part of an international and multi-located team.</li> </ul>

## Apply now

Please send us by or before **20.08.2023** a detailed CV in English and a brief cover letter (2 pages maximum) via [this link](#).

In your cover letter, please include an explanation of why your experience that is specifically relevant to this role at Better Cotton.

## Additional info

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

Better Cotton is an equal-opportunity employer and is 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. Therefore, all offers of employment are subject to satisfactory references and appropriate screening checks.

Better Cotton is currently unable to provide sponsorship for any work visas, so you need to have work rights in the country where the position is based at.