

# Manager Monitoring, Evaluation & Learning - Pakistan

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**Starting Date:** ASAP

**Contract type:** Full-time and open-ended

**Salary:** Commensurate with relevant experience and skills and as per respective grade

**Location:** Lahore, Pakistan

**Application closing date:** January 28, 2024 (Applications to be reviewed on rolling basis)

## About the Job

We are thrilled to offer an exciting opportunity for a talented professional to join our organisation as Monitoring, Evaluation & Learning Manager (MEL Manager). At our company, we are committed to promoting sustainable practices, and one of our key focuses is on supporting the Better Cotton Initiative.

As a Monitoring, Evaluation & Learning Manager, you will play a crucial role in driving this initiative forward and making a positive impact on both our company and the global textile industry. If you are passionate about sustainability, possess strong MEL skills, and want to contribute to a greener future, we invite you to join our team.

You will report to the Country Director and matrix managed by the Global MEL team. You will play a pivotal role in ensuring the effectiveness and efficiency of our programs by monitoring project outcomes, evaluating impact, and fostering a culture of continuous learning.

## Your role and responsibilities

- Implement Better Cotton's Monitoring, Evaluation, and Learning (MEL) framework and tools to assess the impact and effectiveness of Better Cotton's programs and initiatives. Recommend adjustments to better fit the context in Pakistan.
- Design and manage data collection tools, surveys, and assessments to gather relevant data on key performance indicators and outcomes.
- Lead the analysis of quantitative and qualitative data to derive actionable insights and recommendations for programme improvement.
- Collaborate with internal teams and external stakeholders to ensure the integration of MEL processes into programme planning, implementation, and reporting.
- Oversee the development and maintenance of a centralised database for storing and managing MEL data, ensuring data quality and security.
- Work with the relevant Manager and wider delivery team to identify learnings and adapt delivery modalities accordingly.
- Building on the learnings from the MEL activities, contribute pro-actively to the development of the fundraising, and implementation plans.

- Collect, compile and organise all research conducted (both internal and external) for all the projects managed by BCI.
- Conduct regular evaluations and assessments to measure the progress of implementing partners and programmes to identify areas for improvement.
- Oversee & facilitate digital data management and reporting through digital farm services.
- Develop and implement project log frames for any projects designed for BCI Pakistan.
- Provide technical support and capacity-building training to staff and partners on MEL methodologies and best practices.
- Produce and disseminate regular MEL reports and updates to inform decision-making at both strategic and operational levels.
- Stay abreast of industry trends and best practices in MEL to continuously enhance the organisation's approach and methodologies.
- Foster a culture of learning and adaptation within the organisation by promoting the use of MEL findings for evidence-based decision-making.

Beyond these specific responsibilities, the MEL Manager is expected to collaborate on additional activities agreed with the Country Director – Pakistan, and Matrix Manager from Better Cotton Global MEL team.

## We are looking for someone who is having

the following skills, knowledge, and experience:

### Essential:

- Minimum of 6-8 years of total work experience in development programme/project.
- Experience of designing and implementing MEL frameworks for international development or sustainability programmes.
- Experience of working with multi-sector i.e., government, public and private institutes.
- Experience working with projects in rural settings.
- Understanding of Field dynamics of Pakistan, especially Sindh and Punjab.

### Desirable:

- Experience in monitoring and evaluation and/or auditing and/or capacity building.
- Strong quantitative and qualitative research skills, with proficiency in statistical analysis software (e.g., SPSS, R, or Python).
- Knowledge or experience working with a voluntary sustainability standard.
- Experience with working in cotton farming.
- Experience in the field of sustainable agriculture, cotton production, or related areas is a plus.
- Demonstrated ability to manage complex data sets and conduct impact assessments.

## Skills and Knowledge

### Essential:

- Master's degree, or equivalent higher education qualification, in a relevant field
- Demonstrated interest in sustainability and international development
- Superior skills and aptitude to appraise arguments critically and logically, organise ideas in a clear and concise manner, and draw conclusions and formulate arguments in a way that is effective, concise, and precise
- Excellent interpersonal skills, along with the ability to work independently, proactively, and in a collaborative manner with a team.
- Excellent written and communication skills with the ability to communicate clearly and concisely, and to assimilate and process information for wide-ranging audiences
- Fluency in English and Urdu (spoken and written)
- High proficiency in MS Office and data analysis.
- Willingness to frequently travel domestically, and occasionally overseas.

### Desirable:

- Objective and meticulous professional with the ability to multi-task.
- Academic background in rural/agricultural development and sustainability.
- Knowledge of Punjabi / Sindhi/ Siraiki.

## What we offer

- Competitive salary
- Flexible working
- 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 value
- The opportunity to make your mark and make a difference.

## Working arrangements

The position is full-time (40 hours per week) and will be based in Lahore, Pakistan.

## Apply now

Send us your CV (2 pages maximum) and a brief cover letter (1-page maximum) by or before **28.01.2024**: <https://forms.monday.com/forms/775c96605a88081eeff379e3d74042a1?r=use1>  
Applications will be reviewed on rolling basis.

In your cover letter, please include an explanation of why your experience is specifically relevant to this role at Better Cotton. We want to see your personal style – what makes you tick and why you

think your next opportunity is here with us.

## Our hiring process

### Initial Screening:

If you are selected, you will be contacted for an initial screening, which may involve a brief phone interview or video call. The purpose is to learn more about you, confirm basic qualifications, and discuss the role and organisation.

### Interviews:

If you are confirmed after the initial screening, you will be invited for interviews. The interview process at Better Cotton may include one or more rounds of interviews with various stakeholders, such as the hiring manager, team members, and potentially senior management.

### Assessment and Testing:

Depending on the role, you might be required to complete assessments, technical tests, or skills evaluations to gauge your competency and suitability for the position.

### Reference Checks:

Once you progress further in the process, reference checks are conducted to validate your work history, skills, and qualifications, and for some roles, your education and criminal history.

### Offer stage:

After completing interviews, assessments, and reference checks, the hiring team evaluates your performance and fit for the role. If you are selected and your references are relevant and satisfactory, you will receive a formal job offer letter outlining the terms of employment, compensation, benefits, and any other relevant details.

## About Better Cotton

Better Cotton is the world's largest cotton sustainability programme. Our 200+ colleagues of 37+ nationalities are united by a shared passion and commitment to achieving the Better Cotton mission: to help cotton communities survive and thrive, while protecting and restoring the environment. 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.

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

## About our Values

The post holder will be expected to operate in line with our workplace values which are:

- **Trustworthy** (including honest, transparent, credible)
- As having **Integrity** (including responsible, authentic)
- **Positive** (including problem-solving, pragmatic)
- **Engaging** (including adaptable, inclusive, holistic)
- **Daring** (including courageous, innovative, game-changing)

## Being you @ Better Cotton

Better Cotton is committed to creating a diverse environment and is proud to be an equal opportunity employer with a strong commitment to good practice and transparency in the management of natural, human, and financial resources.

We have 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.