



Senior Monitoring & Evaluation (M & E) Officer

Location: Nairobi, Kenya

Job Reference: SMEO/PRE/KE/08/2024

AGRA and its Work to Transform Agriculture

AGRA is an African-led institution that actively supports the drive towards inclusive agricultural transformation and sustainable food systems. We do this by empowering the continent's 33 million smallholder farming households to transform their agriculture from a struggle to survive to profitable businesses. The continent's farmers regularly face challenges, and we aspire to provide uniquely African solutions that respond to their agricultural and environmental challenges, leading to increased harvests for reduced hunger and more income.

Working in alignment with the development priorities of our focus countries, we enable farmers to access improved and high-yielding seeds, gain knowledge on sustainable farming, and linkages to profitable markets. In our work, we aspire to build the alliances, partnerships, and networks required to drive an inclusive agricultural transformation. We work with our partners to create an equitable youth-friendly environment that harnesses the youth dividend on the continent to drive growth and facilitate open employment opportunities for young women and men. We achieve our key objectives through a focus on the following four areas of intervention:

1. Policy and state capability - We support governments in creating an enabling environment for private sector involvement in agricultural transformation.
2. Seed systems – We trigger higher productivity by increasing the availability and access to improved seeds by farmers allowing them to increase their harvests for food security and better incomes.
3. Sustainable farming – We support farmers in building resilient farming systems for sustained high yields through interventions such as mechanization and irrigation.
4. Inclusive markets and trade – We work to increase the linkages between farmers, and other market actors for a positive, sustained cycle of commercialization and reinvestment.

Why Join Us?

People are the heartbeat of our organization and remain the true drivers of our delivery, impact, and success. We have cultivated a workplace that fuels Depth in Collaboration, Excellence in Execution, Constructive Engagements, and a spirit of being Increasingly Entrepreneurial; all underpinned by our cherished I-RISE Values (Integrity, Respect, Innovation, Stewardship and Equity)

We work with incredible people and partners who have roots in farming communities across the African continent combined with an inclusive, diverse, and talented workforce from over 25 nationalities. Our commitment to a call to action goes beyond ourselves as we arise to catalyze African Food Systems transformation and improve the livelihoods of smallholder farmers.

We are looking for people who are passionate about being part of a mission-driven team that is making a real difference on the continent; love to work on cutting edge Ag technologies; and able to grow their skills, expertise, and experience career growth, while enjoying very competitive compensation and benefits.

Are you ready to embark on this exciting transformative journey with us?



The Position

Senior Monitoring & Evaluation (M & E) Officer, Job Reference: SMEO/PRE/KE/08/2024

The Senior M&E Officer's role is to lead the technical coordination of implementation of the AGRA Monitoring & Evaluation (M&E) plan in line with the M&E policy. The Senior M&E Officer spearheads the implementation of AGRA's overall M&E plan and strategy in close liaison with the Head – Monitoring & Evaluation (M&E).

S/He ensures that sound M&E systems and infrastructure are in place at all levels of investments and interventions (corporate, country, continental, and grantee) to provide timely and relevant data and information for learning and accountability to the AGRA Management Committee, the Board, and institutional donors. The critical role of the Senior M&E Officer is to ensure that M&E systems and plans are in place and being implemented effectively by the regional, continental, and country teams, grantees, and other partners. The position will supervise the M&E Performance Systems (MIS) Officer.

Key Duties and Responsibilities:

- Co-lead the development and operationalization of AGRA's theories of change and results frameworks at various levels.
- Implements AGRA M&E plan, drawing from the M&E strategy, ensuring that the overall M&E frameworks are incorporated within the Business Lines work plans and countries' implementation strategies.
- Co-lead the identification and mitigation of M&E plan implementation risks.
- Design the M&E Management Information System and provide technical assistance to AGRA program Leads and the M&E Head as required.
- Lead M&E data collection and quality review efforts including drawing TORs for specific M&E-related initiatives including evaluations.
- Coordinates and manages results progress tracking and learning activities.
- Coordinates timely provision of M&E data & information to AGRA management, Donors, and the Board of Directors.
- Leads in the effective coordination of data collection activities and surveys with partners and other stakeholders and ensures that AGRA indicators and data requirements are met in national and sector surveys and other data collection activities.
- Builds professional linkages with development partners, resource centers, and institutions in the areas of monitoring, and impact evaluation.
- Enables talent management and development of existing staff, acquiring new staff as necessary, and manages team dynamics to ensure high-performance and positive employee experience.
- Assesses the AGRA M&E plan and recommends amendments in line with the AGRA strategy, when necessary, to the Head - M&E.
- Plans and actively participates in external reviews and missions by AGRA Donors or other African government Agencies or bodies.
- Assesses the need for and implements specific M&E special studies and other pilot projects.



- Support the development and implementation of the Learning Strategy and the entire institutional Learning agenda.

Key Qualifications and Experience required:

- **Essential**
 - A bachelor's or master's degree in development economics, statistics, or social sciences
- **Desirable**
 - Ph.D. will be an added advantage
 - An expert in monitoring and evaluation with over 10 years of experience in the Agricultural development and food security sector. Strong management skills are essential.
 - Strong quantitative and qualitative analytical skills, including econometric and statistical analysis.
- **Technical Competencies**
 - Data Management and Reporting
 - Training and Capacity Building
 - Audit and Evaluation
 - Expertise in Monitoring and Evaluation Systems for Agricultural Development and Food Security.
 - External Review and M&E Assessment
- **Behavioral Competencies**
 - Ability to drive collaboration through inclusive and agile teaming, breaking siloes, sharing information celebrating joint successes.
 - Ability to execute excellently by delivering high-quality work at speed, committing to decisions and plans, and increasing accountability to deliver impact at scale.
 - Ability to be sincerely constructive in interactions with others by demonstrating trust, sincerity, and care, in recognition of our joint purpose.
 - Ability to be increasingly entrepreneurial by breaking hierarchies, embracing learning and innovation to unlock the potential of diversity and ideas.

If you believe you are the right candidate for this position, kindly submit your application with a detailed CV (including your e-mail and telephone contacts) to recruit@agra.org. Please quote the job reference number in the subject line of the application e-mail.

Applications must be received on or before 13th September 2024. Due to the large volumes of applications, we usually receive, we will only be able to contact those candidates who are shortlisted.

AGRA reserves the right to make changes to this role.



Data Privacy Statement

As part of our recruitment process, AGRA collects and processes personal data relating to job applicants. AGRA is responsible for the processing of any personal information you provide to us. We take our responsibilities regarding the protection of personal information very seriously. You can view AGRA's Privacy Policy here <<https://agra.org/policy/privacy-policy/>>. We may use this information to conduct background verification, during the recruitment process, with your consent.

For more information on the AGRA, visit www.agra.org.

AGRA is an Equal Opportunity Employer