



**Title:** Monitoring & Evaluation Officer  
**Ref No:** TFU/2022-003  
**Positions:** 1  
**Reporting to:** Head of Programs  
**Contract duration:** 1 year (renewable)  
**Duty station:** Kampala

### About Teach For Uganda

At Teach For Uganda (TFU), we believe that every child in Uganda regardless of their socio-economic background deserves an opportunity of an excellent education. Our mission is to nurture leaders who are committed to advancing equitable access to quality education in low-income communities. We recruit, train and place top university graduates and young professionals in high need primary schools across Uganda to serve as full-time teachers committed to improving the education outcomes of less-privileged children while developing their leadership skills in a 2-year teaching fellowship. We currently operate in 4 districts i.e. Luweero, Mayuge, Namutumba and Kayunga with 76 partner schools, 203 fellows and 32 Alumni. Our goal for the next 5 years is to develop 500 fellows, 332 alumni, and impact the learning outcomes 90510 children.

As a growing, non-profit organization working towards achieving an ambitious goal in a challenging environment, we are looking for an exceptional individual who embodies our core values, is self-driven, honest, a strategic thinker, detail oriented and has a knack for numbers to add to our dynamic staff and help fulfill our mission.

### Position overview

Teach For Uganda is seeking an organized and overachieving Monitoring, Evaluation and Learning Officer to implement the monitoring and evaluation framework and design tools to measure the effectiveness and impact of Teach For Uganda across its full theory of change. He/she will work closely with the M&E Assistant, Head of Programs and the programs team to ensure our work is impact driven and facilitate constant learning through evaluation of program performance and reflection rituals.

### Performance Objectives

#### Setting an impact strategy and vision (25%)

- In Collaboration with the head of programs, set vision and drive the strategy to evaluate the impact and effectiveness of the 2-year Fellowship, Head teacher and teacher professional development and alumni program.
- Implement TFU's monitoring and evaluation framework (clarifying intended outcomes and impact, M&E plan, and rituals and systems for reflection) against Teach For Uganda's theory of change and strategic vision.
- Identify the most meaningful measures to analyze the impact the organization has on students, fellows, alumni, teachers, head teachers and community.

#### Designing Monitoring and Measurement for Learning (40%)

- Design and establish approaches, tools and systems to gather data and information to measure and evaluate effectiveness and strength of program at the student, fellows, and alumni level during pre-service, in-service and leadership development training programs in collaboration with the training & support, and alumni teams.
- Establish internal evaluation with Recruitment and Selection, Training and Support and Alumni teams to maintain long-term evaluation and foster program adaptations.



- Build the skills of, and develop the Training and support team, Recruitment team, alumni team and Fellows by designing and delivering training sessions on data analysis, data interpretation, and implementing monitoring and measurement tools.
- Collect, compile and analyze data and aggregate it into reports that highlight trends, correlations, results and progress, but also provide strong recommendations for strategies to enable internal strategic decisions.
- Measure organizational outcomes and key performance indicators and work with the programs team to correlate their KPIs to organizational KPIs and outcomes.
- Analyze strength of the program to evaluate the impact and effectiveness of the Fellowship program on student outcomes, fellow development and alumni leadership.

### **Engaging Internal and External Stakeholders (35%)**

- Collaborate with marketing team to illustrate impact of the program externally.
- Act as a liaison with Teach For All on the implementation of the student survey, the alumni survey, and the completion of the Global Data System.
- Develop external materials, resources, and processes to communicate impact to different external stakeholders and support grant reporting.
- Support the development of an external research agenda to guide TFU's external research and evaluation efforts.

### **Minimum Requirements:**

- Undergraduate degree in Economics and Statistics with 3 years' experience in Monitoring and Evaluation or a Post Graduate Degree or Master's degree in M&E.
- Strong understanding of and alignment to Teach For Uganda mission, vision and core values.
- Experience in designing and implementing evaluation framework, log frames, and data collection and analytical tools.
- Experience in data analysis and report writing.
- Experience in M&E-Education in NGO world.
- Experience working with sales force is an added advantage.

### **Preferred Competences**

- Strong quantitative and qualitative analytical skills.
- Strong project management skills and ability to manage multiple work streams across different teams.
- Understanding of statistical concepts involved in survey design and data analysis.
- Proficiency in MS Excel, statistical software and database management.
- Ability to design survey/questionnaire and other research/program evaluation instruments (e.g. interviews, focus groups, assessments).
- Ability to analyze data effectively and communicate results in a clear manner.
- Ability to receive feedback and apply those suggestions to improve practice.
- Ability to summarize disparate information in a clear and concise manner.
- Excellent communication and interpersonal skills.
- Willing to travel upcountry, this position requires regular visits to Fellows' schools in rural Uganda.
- Ability to ride a motorcycle.
- Ability to multi-task and prioritize work;
- Ability to work in a fast-paced work environment



**TFU Competencies (for all TFU Staff):** We want you to apply if you:

- Put **Children First** at the center of everything you do.
- Possess a **Sense of Responsibility** and invest above and beyond what's expected of you
- Have the quest to **Continuously Learn**
- Exercise **Humility and Respect** for all
- Are able to exercise **Teamwork**

### **How to apply:**

Please email your resume with 3 professional referees and a one-page cover letter to [jobs@teachforuganda.org](mailto:jobs@teachforuganda.org). Please indicate the position applied for in the subject line of your email by **21<sup>st</sup> September, 2022**. Your cover letter should include why you are interested in Teach For Uganda and in this position. Only short-listed candidates will be contacted. For more information about Teach For Uganda, visit us at [www.teachforuganda.org](http://www.teachforuganda.org)