



Title: MERL Officer
Ref No: TFU/25/006
Positions: 1
Reporting to: MEAL Manager
Contract duration: 2 years (renewable)
Duty station: Kampala with frequent field travels

About Teach For Uganda

We are an indigenous non-profit organization that nurtures leaders who are committed to advancing equitable access to quality education for children in low-income communities in Uganda through a two-year teaching as collective fellowship. We recruit, train and place graduates from varied academic backgrounds to serve as full-time teachers (fellows) in underserved primary schools to improve foundational literacy and numeracy skills for children while developing their leadership skills. Post fellowship, our alumni become lifelong advocates of quality education as community leaders, social entrepreneurs, and policy influencers collectively addressing the systemic challenges that hinder children from fulfilling their potential. Teach For Uganda (TFU) currently operates in 10 districts i.e. Kayunga, Mukono, Buikwe, Bugiri, Namayingo, Buliisa, Kibaale, Hoima, Kikuube, and Kagadi; impacting over 74,000 children in 183 schools.

Position overview

Teach For Uganda is seeking an organized and overachieving Monitoring, Evaluation Accountability, and Learning Officer to implement the monitoring and evaluation framework and design tools to measure the effectiveness and impact of Teach For Uganda. This role involves data collection, analysis, and reporting to ensure accountability, inform decision-making, and demonstrate the program's contribution to systemic change in Uganda's education sector. He/she will work closely with the MEAL Manager, 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.

Key Measures of Success

- **Accurate Data Management:** Maintain high-quality, timely, and accurate data collection and reporting systems.
- **Effective Program Evaluation:** Conduct regular monitoring and evaluation to track progress and align program outcomes with objectives.
- **Learning and Sharing:** Facilitate knowledge sharing and documentation of lessons learned to enhance program effectiveness.
- **Stakeholder Compliance:** Ensure adherence to donor and organizational requirements while fostering collaborative partnerships.



Performance Objectives

Setting an impact strategy and vision (25%)

- In Collaboration with the project manager, set vision and drive the strategy to evaluate the impact and effectiveness of the 2-year Fellowship 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 the 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 the marketing team to illustrate the 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.
- Compile monthly, quarterly, and annual reports for TFU, consortium partners, and donors
- Share real-time data dashboards with stakeholders to inform adaptive management and resource allocation.
- Document case studies, success stories, and lessons learned to highlight program achievements and challenges.



- Support the development of an external research agenda to guide TFU's external research and evaluation efforts.

Education and Experience

- Undergraduate degree in Economics and Statistics with 4 years experience in Monitoring and Evaluation or a Post Graduate Degree or Master's degree in M&E.
- Strong understanding of and alignment with Teach For Uganda's 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.
- Ability to produce high-quality reports, dashboards and presentations tailored to diverse audiences, including donors, management and field 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/project evaluation instruments (e.g. interviews, focus groups, assessments).
- Ability to analyze data effectively, and use data visualization tools and communicate results in a clear manner.
- Ability to foster a learning culture and continuous improvement within the organization
- Experience in training teams on M&E concepts, tools and practices
- Ability to receive feedback and apply those suggestions to improve practice.
- Excellent written and verbal communication skills to present data-driven insights in a clear and concise manner
- Willing to travel upcountry, this position requires regular visits to Fellows' schools in rural Uganda.
- Ability to multi-task and prioritize work;
- Ability to work effectively with diverse teams, including project staff and external stakeholders
- Ability to work in a fast-paced work environment

What we offer

- Competitive salary and benefits package
- Professional development and growth opportunities.
- A collaborative, dynamic, and values-driven work environment
- The chance to make a meaningful impact on the education system in Uganda



- A supportive team that values children, learning, excellence and collaboration
- The chance to be part of a global network of changemakers committed to educational equity

TFU Competencies (for all TFU Staff):

- Put **Children First** at the center of everything you do
- Possess a **Sense of Possibility** and invest above and beyond what's expected of you
- Have the quest to **Constantly Learn**
- Are able to exercise **Teamwork**

How to Apply:

Please email your resume with 3 professional referees and a one-page cover letter to careers@teachforuganda.org. Please indicate the position applied for in the subject line of your email by **05th August, 2025**. 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

Note: *Teach For Uganda is an equal opportunity employer and encourages applications from qualified female candidates passionate about advancing STEM education in underserved communities.*