

Position: Monitoring and Evaluation Director - Uganda

Location: Kampala, Uganda

About Us:

Impact Carbon's mission is to improve health and the environment in the developing world through clean energy projects that reduce carbon emissions.

Impact Carbon generates carbon emission reductions from household energy projects that improve living conditions in the less-developed communities we serve. We leverage the financial returns from these projects to benefit local partners and people.

Impact Carbon projects scale the sales and distribution of health and clean energy technologies such as efficient cookstoves and water treatment devices. Impact Carbon works with local companies, philanthropists, carbon finance investors, and NGOs to quantify the carbon emissions reduced by our projects. Impact Carbon is supporting 15 projects in 9 countries.

Impact Carbon is based in San Francisco, CA. The Monitoring and Evaluation (M&E) Director will be based in Kampala, Uganda.

Job Description:

The Monitoring and Evaluation (M&E) Director will be responsible for all monitoring, evaluation and reporting-related activities and requirements for all Impact Carbon programs. This includes the development of M&E frameworks, the development of a performance monitoring system, and the ongoing maintenance of monitoring and data collections systems (including developing and maintaining a project data base). He/she will also contribute to the design and assist in managing program assessments and evaluations and promote a culture of evidence-based decision making. The Monitoring and Evaluation Director will report to the East Africa Regional Director.

Roles and Responsibilities:

Impact Carbon is looking for an experienced Monitoring and Evaluation Manager to lead the development of a new Monitoring and Evaluation team. Ideal candidates will have: the ability to design and manage program assessments; experience building and motivating teams; a strong background in statistics; and experience with RCTs (Randomized Controlled Trials). In addition, candidates should be ready to build a team culture consistent with Impact Carbon's core values.

Specific Responsibilities include:

- Collection, analysis, aggregation, and reporting of M&E data across all Uganda program activity
- Management of the Monitoring and Evaluation team and development of a learning culture within the project team to create a mindset of constant improvement
- Development, implementation, and assessment of performance monitoring plans and systems for gathering, reporting, and analyzing program performance
- Training of M&E team in M&E methods and quality assurance, as well as training of Impact Carbon staff in M&E as needed;
- Monitoring data quality throughout the processes of collection, collation, storage, analysis, and reporting to ensure that data is audit worthy
- Ensure proper database management, and analysis of results to report on project implementation.
- Establishment of data analysis strategies and overseeing the preparation of impact reports
- Lead the monitoring and evaluation of carbon finance programs and manage carbon finance survey teams

Qualifications and Experience:

- Masters degree in related discipline (e.g. Public Health, Statistics) with at least 5 years of relevant experience working to achieve department/project goals and objectives
- A track record of effective management of monitoring and evaluation teams
- Demonstrated experience in critical analysis of project data and in using the results to recommend and implement key programmatic changes
- Prior experience with development projects, procedures, and reporting requirements
- Strong experience in program monitoring and evaluation, most specifically the demonstrated ability to analyze data to inform program improvements
- Demonstrated experience in statistical analysis and reporting; including experience with computer-based statistical packages and databases (STATA, SPSS, SAS, R, etc.), in addition to standard Microsoft packages (Excel, Word)
- Strong planning capabilities to support efficient and effective data collection and survey development
- Excellent interpersonal and communication skills, both verbal and written
- Demonstrated history of high quality work and high standards
- Strong teamwork skills and focus on team achievement
- Fluency in English required
- Passion for the mission of Impact Carbon

Compensation:

Impact Carbon offers a highly competitive salary and benefits package. Salary is dependent on experience.

How to Apply:

Please send resume and cover letter/email to jobs@impactcarbon.org. To ensure that the hiring manager receives your application, please use the subject "M and E Director Uganda" in e-mail correspondence. Include links to past projects or anything else you think we should know and also include where you heard about the position in your cover letter.

Resumes will be accepted until June 16th and will be reviewed on a rolling basis.

No phone calls please.

Please know us and our work before you apply. To learn more about Impact Carbon, please [click here](#).

Impact Carbon is an Equal Opportunity Employer. All persons regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age or sexual orientation shall have equal access to positions, limited only by their ability to do the job.