



SENIOR DIRECTOR OF MONITORING, EVALUATION, RESEARCH, AND LEARNING (MERL)

School-to-School International (STS) is a nonprofit organization based in Pacifica, California committed to improving the lives and learning of girls and boys worldwide through thoughtful research, practice, and partnerships. For over a decade, we have partnered with individuals, government ministries, nongovernmental organizations, private foundations, and research institutions to improve the quality of children’s learning through educational research and integrated support solutions for children in primary school. We have worked in over 30 countries across the globe providing assistance in research and evaluation, curriculum and training, and policy and planning.

Role: The Senior Director of Monitoring, Evaluation, Research, and Learning (MERL) serves as the senior leader of School-to-School International’s (STS’s) technical team, leading the design of project evaluations in conjunction with other MERL department members and providing mentorship and oversight to staff. S/he will foster team inclusiveness, collaboration, and communication to achieve project and organizational goals. Additionally, this position is responsible for thought partnership across STS’s research functions. The Senior Director of MERL will also participate in business and proposal development activities.

Responsibilities:

- *Ensure the MERL department is able to deliver high-quality deliverables efficiently by overseeing the design, management, and implementation of internal processes and systems*
 - Lead in defining a strategic vision for STS’s MERL department, coordinating and communicating effectively within and across departments to implement this vision
 - Provide technical oversight to project teams to ensure the systematic collection, analysis, synthesis, use, translation, and dissemination of data and learning
 - Execute, justify, and document key technical decisions throughout the course of an evaluation
 - Design, create, and/or review quantitative and qualitative tools, including but not limited to Early Grade Reading Assessments (EGRA), Early Grade Mathematics Assessments (EGMA), teacher observation protocols, surveys, and/or other instruments, etc. as needed
 - Create and maintain data management, cleaning, analysis, and reporting protocols that yield efficient and effective deliverables by providing supervision, guidance, and training to STS staff
 - Create and maintain datasets available to MERL staff for research
 - Compile, clean, and analyze data, both qualitative and quantitative, and provide quality assurance and review of other staff’s work in this area

- Write high-quality, accurate, and engaging reports and deliverables, and contribute to and lead the development of associated deliverables such as slide decks, infographics, and other summary documents to reach donors, clients, and government audiences
- *Serve as a thought leader within the sector and a thought partner to the Senior Management Team to improve, expand, and effectively deliver on STS's projects*
 - Demonstrate technical and political ability to promote strong working relationships between key stakeholders, funder technical teams, and partner organizations
 - Participate in global knowledge sharing forums and working groups and ensure a feedback loop with wider STS leadership and staff
 - Support development and delivery of strategic initiatives to improve STS's positioning in the sector
 - Design effective knowledge management and communication strategies to support the uptake of evidence generated by projects
 - Contribute to technical proposals
 - Collaborate on STS-wide initiatives, including the Whole Child Model, internal capacity-building, etc.
- *Other Duties*
 - Serve on relevant committees as appropriate, including the Senior Management Team
 - Manage or supervise STS staff or consultants as needed
 - Travel as needed to countries in Africa, Asia, the Caribbean, Latin America, and the Middle East (approximately 10-15% time)
 - Other duties as assigned

Qualifications:

- Advanced degree in social science, education, economics, evaluation, measurement, quantitative and/or qualitative research, or other relevant field; PhD preferred.
- A minimum of ten years of experience designing, managing, and conducting assessments and evaluations.
- Experience leading quantitative, qualitative, and mixed methods evaluations.
- Strong work ethic, positive mindset, and comfort with the ambiguity and pace of a dynamic environment.
- Experience working with analysis software such as SPSS, SAS, Stata, NVivo, R, or similar.
- Experience in evaluating programs in the context of least developed country settings.
- Strong interactive presentation and workshop facilitation skills.
- Ability to independently plan and execute complex tasks while addressing daily management details and remaining organized and focused on long-term deadlines and strategy.
- International development experience is preferred.

- Professional proficiency in written and spoken English is required, French is a plus.
- Proven organizational skills, meticulous attention to detail, and quick learner.
- Demonstrated initiative, versatility, integrity, and interpersonal skills.
- U.S. work authorization required; STS is not able to sponsor employment visas

Please submit a resume/CV and cover letter describing your interest and qualifications to info@sts-international.org with the subject line "Senior Director of MERL." Applications will be reviewed on a rolling basis.

School-to-School International is an equal employment opportunities (EEO) employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, age, disability status, protected veteran status, gender identity, sexual orientation or any other characteristic protected by applicable law.