



Monitoring, Evaluation, Accountability, and Learning (MEAL) Director

USAID/Morocco Bridge to Middle School Activity

School-to-School International (STS) is a U.S.-based nonprofit, committed to improving the lives and learning of girls and boys worldwide through thoughtful research, practice, and partnership. Since 2002, we have partnered with individuals, NGOs, foundations, research institutions, and government ministries to improve children's education. We have worked in over 40 countries supporting education research and evaluation, curriculum and training, and policy and planning. We are a leader in education monitoring, evaluation, and learning with a focus student reading and math assessment.

The anticipated **USAID/Morocco Bridge to Middle School Activity** will aim to ensure the Moroccan education system employs evidence-based pedagogies promoting critical thinking to ensure upper primary and middle school students improve their learning outcomes in Arabic, English, and STEM.

Role

The **Monitoring, Evaluation, Accountability, and Learning (MEAL) Director** will serve as a full-time member of the project's Senior Management Team based in Morocco. The position will work collaboratively with the Moroccan Ministry of Education to develop, implement, and continuously improve all MEAL systems for all project activities that meet STS and USAID standards. S/he will lead a project MEAL team that will ensure data collected is accurate, timely, and disseminated appropriately in high quality reports and other appropriate forms of communication. The MEAL Director will develop and harmonize systems and data tools – reviewing, consolidating, and using findings from all implementation sites measure progress towards the project's stated objectives and make recommendations to improve the success and likelihood of government scale-up of the program. S/he will actively collaborate with Ministry of Education counterparts to strengthen systems and capacities that encourage data-driven decision-making.

Location

This position will be based in Rabat may involve travel within Morocco.

Responsibilities

The MEAL Director will play two roles:

1. As the *Director of the MEAL program*, s/he will be responsible for the following:
 - Develop, revise, and ensure USAID's approval of and implementation of the Activity MEAL Plan on an annual basis.
 - Collaborate closely with government and Ministry of Education counterparts, engaging in collaborative workplanning and activities to support strengthening of Morocco's student learning assessment systems at the upper primary and middle school levels.
 - Provide leadership, training, and mentoring to develop MEAL Plans, tools, and data analysis to track and continuously assess program quality, accountability, and impact; these should include standard monitoring of project management information and

project indicators; quality benchmarks at the activity level; accountability mechanisms; regular program reviews; and others.

- Develop and implement systems for capturing and analyzing data and relevant information on project activities, beneficiaries, outputs, outcomes, and impacts.
 - Lead a MEAL team to effectively roll out data collection and reporting systems in line with existing Moroccan systems to the extent possible to promote adoption and scalability of MEAL processes by the Government of Morocco.
 - Capture appropriate cost and financial information to track any financial indicators, as relevant.
 - Ensure programming is aligned to project targets and indicators and use the information from the MEAL systems and tools to improve the program's effectiveness.
 - Support a rigorous evaluation of project performance, impact, and cost effectiveness, including coordinating evaluations and supporting donor and external reviews.
 - Provide oversight of MEAL budget with support of finance, technical and management staff and ensure effective and timely use of appropriate MEAL activities; provide on-going support to test and maintain MEAL systems.
 - Identify capacity gaps and lead on MEAL capacity strengthening for staff and partners through coaching, mentoring, and training.
2. As a *member of the project's Senior Management Team*, the MEAL Director will be responsible for the following:
- Lead internal reporting and MEAL staff management, mentorship, and development as well as program development and MEAL resources.
 - Demonstrate exemplary behaviors relating to the mission, vision, and values of STS and its prime and verify their appropriate application by staff during the entire intervention.
 - Create a favorable and productive work environment, including implementation of workplace diversity and equity policies.
 - Contribute generally to the strategic goals of the country office.
 - Access global technical policies, procedures, and resources that will support the project technically or operationally.
 - Serve as a liaison between U.S.-based STS program manager and in-country teams.
 - Execute duties according to STS's and its prime's Child Safeguarding Policy.
 - Other duties as assigned by supervisor(s).

Required Qualifications

- Advanced degree in education, research methods, information and communication technology, statistics, mathematics, or another MEAL related field.
- Advanced training in quantitative methodologies, including database management.
- A minimum of eight years' experience designing and implementing MEAL programs related to education, literacy, and/or another related field, USAID experience preferred.
- Prior experience in the Moroccan education sector. Positive relationships and reputation collaborating with national and sub-national Ministry of Education counterparts and other key education stakeholders.

- An ability to analyze complex data, summarize it for a variety of audiences, and an understanding of MEAL tools to promote evidence-based learning. Proficiency in relevant data collection and analysis software.
- Sound strategic thinking and planning skills, including ability to think creatively and innovate, set priorities, create manageable workplans, and evaluate progress.
- Excellent interpersonal skills; sensitive to sociopolitical and cultural issues; able to demonstrate patience, tact, and diplomacy.
- Professional proficiency in written and spoken English and Arabic.
- Moroccan citizens strongly preferred.

Preferred Qualifications

- Experience in upper primary and middle school student learning assessments, especially in the subject areas of English, Arabic, and STEM, strongly preferred.
- Experience in qualitative research methods.
- Experience in systems thinking and application of complex adaptive systems methodologies.
- Knowledge of gender equity and transformative concepts.

How To Apply

Please submit a resume/CV and cover letter describing your interest and qualifications to info@sts-international.org with the subject line “**MEAL Director, USAID/Morocco Bridge**” by October 22, 2021.

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.