Blue Ventures Conservation

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Registered charity #1098893

Position Vacancy

Barren Isles Regional Monitoring, Evaluation & Learning (MEL) Coordinator

Location: Maintirano, Madagascar

Closing date for applications: 30th April 2019

Start date: ASAP - interviews will be conducted throughout the application period

Contract duration: 2 years with a six-month probationary period, with a possible extension

Remuneration: Competitive salary according to experience

Organisation overview

Blue Ventures develops transformative approaches for nurturing and sustaining locally led marine conservation through an integrated approach addressing environmental and health issues. We work in places where the ocean is vital to local cultures and economies, and we are committed to protecting marine biodiversity in ways that benefit coastal people.

Summary job description

Monitoring, Evaluation and Learning (MEL) is a vital cyclical process within conservation programming which helps us to learn about what is and isn't working for communities or the environment. By implementing this process we are able to refine our programming and contribute to improved conservation outcomes.

The Blue Ventures MEL team is focused on working with field staff and managers to develop and support them with the right methods, tools and systems to collect the information needed for adaptive management.

Blue Ventures has been working in Madagascar since 2003 supporting the development and implementation of community-led conservation models for fisheries and for mangroves, and in Maintirano since 2009 supporting the development and implementation of the Barren Isles Marine

Protected Area. We are recruiting a Melaky Regional Monitoring, Evaluation and Learning (MEL) Coordinator, who will provide local support to the team on site and develop and implement improved monitoring systems that will enhance our learning and adaptation of our programmes.

The job will involve a wide range of tasks related to data management and interpretation, as well as supporting colleagues in both data collection, and the development of content for effective communication across a variety of audiences.

We seek to recruit a pragmatic, methodical and creative person, with excellent coaching skills. This position offers the opportunity to gain experience working on innovative conservation projects, supporting local communities, in a challenging yet rewarding environment in western Madagascar. The evolving nature of the organisation will provide the successful candidate with opportunities for innovation and initiative within a dynamic team.

In addition, the successful candidate would lead on the development and implementation of Blue Ventures' apprenticeship programme to coach and train a superior performing Malagasy staff who wishes to become the future Regional MEL Coordinator. It is an important transition for our team who aim to promote more local Malagasy staff to senior management roles within our team.

The MEL Coordinator will report to the Melaky Regional Manager and to the National MEL Lead. He/she will be based in our office in Maintirano, with occasional missions to Antananarivo and other BV field sites to work with colleagues as necessary. He / she will supervise the development of a national apprentice.

Responsibilities

MEL Strategy

- Work with the site team and national/international MEL team to implement the MEL strategy at the local level
- Work with the site team to develop or improve monitoring methods, sampling strategies and data capture tools
- Provide oversight of mission planning and reporting, ensure mission data is recorded and managed effectively at all stages and support and train staff as needed to ensure these processes are correctly followed
- Establish and manage processes that allow both routine and ad hoc reporting of key national indicators to staff and donors
- Supervise any social research projects being undertaken at site including census, social surveys

Data management

- Ensure the implementation of data management system developed by the MEL team
- Work with the Regional Manager to identify needs for monitoring and data processes and provide training as needed

- Support the site team to implement site level information storage systems that align with those implemented across the organisation and supports information sharing and reporting

Training

- Help site and regional leaders design monitoring programmes to assess key questions about the outcomes and impacts of our work
- Provide training to staff in the need/use of monitoring data, data capture tools, data management processes and/or analysis and interpretation of results
- Support site and programme leads to adapt the monitoring and evaluation plans as relevant to adaptations in work plans and where additional questions arise during the course of the project implementation
- Train teams on how to establish good reporting and data management techniques
- Review and assess the possibility of developing a regional Malagasy apprentice in the Barren Isles office, and provide continuous training for him/her in the range of required MEL skill set in the case the programme is run in the region.

Data analysis

- Lead on analyses/studies that assess key questions about the outcomes and impacts of our work.
- Identify areas requiring improvement and/or additional analyses and ensure that these changes are made within the MEL strategy

Partnerships and communication

- Lead on the production of outputs that communicate results to key audiences (communities, internal learning, partners and funders)
- Support the development of any additional external communications outputs and review and sign-off on any interpretation of these results in all communications (e.g. posters, factsheets, manuscripts)

Skills and experience

Required

- Experience of working in conservation or development field
- Experience in developing monitoring methods including a demonstrable understanding of sampling design, and the development and implementation of data capture tools
- A detailed understanding of monitoring, evaluation and learning approaches
- Experience of developing project or programmatic theories of change and monitoring plans
- Expertise in data management and use of data tools e.g. Excel, Google applications (including Gmail, Google Drive, Google calendar)
- Evidence of ability to analyse and interpret large datasets, and to communicate results to varied audiences succinctly and effectively
- Understanding quantitative data capture methods including sample design
- Solid grounding in statistical analysis techniques
- Excellent coaching skills

- High level of written and spoken English
- High level of written and spoken French and/or Malagasy
- Ability to live in remote areas

Desired

- Experience in Monitoring and Evaluation
- Understanding qualitative data capture methods
- High level of knowledge in statistics and experience using open source statistical software
- Demonstrable experience of providing training in data management to different levels of capability
- Knowledge of programming macros in Excel
- Experience using Tableau or other data visualisation software

Why work with us:

Mission: We operate at the frontline of some of the world's most pressing environmental and social problems, innovating effective and scalable responses with tropical coastal communities. We are recognised as a transformative force in our sector.

Working style: We're a fast-moving social enterprise, quick to embrace and implement promising ideas without bureaucracy.

Autonomy: We expect and support our staff to take a lead in their own work, offering scope for creativity and strategic input.

Professional development: We challenge and support our staff to grow their skills, providing considerable exposure to different work experiences and training opportunities.

Adventure: We offer extensive opportunities for travel, working in diverse environmental and cultural contexts.

Family: We look out for one another as we work closely together in challenging situations, celebrating successes and spurring each other on when the going gets tough.

Values: Our organisational values are central to everything we do:

Communities first
Above all, we listen to community needs, responding in a sensitive and pragmatic way for long lasting benefits.

Passion & belief
Our mission is urgent and critical, we believe that our models work, and we are determined to get the job done.

Valued people & effective teams
We work in diverse and inclusive teams where all members have a voice and influence. We are effective because our work is integrated across teams and projects.
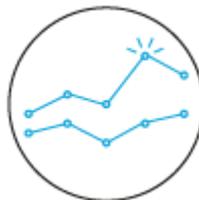
Innovation & courage
We are resourceful and creative. We are prepared to take risks and challenge broken paradigms.

Openness & humility
We are an open source social enterprise. We work in a transparent and collaborative way to pass on what we learn to others who share our vision and passion.

Grounded in evidence
We have high standards and are not afraid to be self critical. If we see something that doesn't work, we change tack until we're on the right course.

Application process

Applicants should apply online, using the form below, by **30th April 2019**

We strongly encourage Malagasy candidates to apply. Please note that applications will be reviewed on a rolling basis and first-round interviews may be conducted with short-listed candidates before the application deadline.

All shortlisted candidates will be contacted within two weeks of the closing date.