



Director, Measurement, Evaluation & Learning Position Description

Seed Global Health (Seed) envisions a world in which every country is strengthened by a robust health workforce to best meet the health needs of its population. Our mission is to educate a rising generation of health professionals to strengthen access to quality care with a goal of saving lives and improving health. We are unique in its approach by focusing on the education and training of doctors, nurses, and midwives. By training health care professionals and health educators, we seek to empower current and future generations of health providers so that good health is not the privilege of a few, but the right of all.

Seed focuses on strengthening the education, practice, and policy of the local professional health workforce in Africa. Our core strategy and primary entry point centers on placing skilled and qualified educators at partner institutions for a minimum of one academic year. Seed also supports educators and partner institutions through a diverse and complementary package of services aimed at advancing health professional education in the classroom and clinical setting. By investing in long-term partnerships for improved health professional education, we help to create a stronger, more sustainable health workforce that is both locally led and better able to meet local health needs.

For more information, please visit www.seedglobalhealth.org.

Position Summary:

The Director of Measurement, Evaluation & Learning leads Seed's measurement, evaluation, and research work across the organization. At Seed we believe that creating change is only possible with rigorous evidence. The insights generated from the MEL Director's work positions Seed and partners to deliver tangible patient-level impact. The position is a full-time position based in any of the Seed offices in Boston, Lilongwe, Lusaka, Kampala or Freetown. The Director of MEL should have a demonstrated record of collaborative leadership, and experience creating and executing MEL systems.

This full-time position reports to Seed's Managing Director of Impact and Innovation and works closely with all offices globally.

Duties and Responsibilities:

Responsibilities include the following:

Measurement, Evaluation & Learning (MEL) Systems & Practice

- Establish strategy and vision for measurement, knowledge & learning work both

- organizationally and across the full portfolio of Seed's programming
- Develop and execute systems and indicators to track progress towards organizational reference points
- Develop and execute measurement and learning systems for organization-wide programming/initiatives
- Oversee design of measurement strategy across Seed's partnerships, and provide technical input into the design and refinement of partnership measurement frameworks
- Collaborate with country teams and partners to design and implement core partnership measurement activities including baselines, evaluations, needs assessments, case studies or similar activities as appropriate
- Ensure measurement systems produce information that is rigorous, timely, and relevant, and that contribute towards an understanding of Seed's global impact
- Ensure Seed's MEL practice meets or exceeds international good practices and ethical standards in support of program quality
- Contribute to donor reporting and grant writing
- Partner with Development and Communications leads to translate MEL results and findings to donor-friendly, accessible materials
- Create organization-wide repositories and dashboards for sharing high-level impact metrics for internal use
- Stay abreast of trends in the field and model a practice of continuous improvement

MEL Team & Budget Management

- Build, oversee and direct the work of Seed's Measurement, Knowledge & Learning team, ensuring Seed has the necessary capacity to meet the needs of its growing portfolio
- Support the Measurement, Knowledge & Learning team with management, performance planning, and mentoring, ensuring that the team is able to excel and work towards their professional development goals
- Create and manage the organization's Measurement, Knowledge & Learning work plan and budget, responsibly stewarding donor funds

Qualifications:

- Master's degree in a related area (Social or behavioral sciences, public health, health services research, population health or similar field)
- At least 10-12 years of experience in global health program evaluation and an appreciation of the challenges inherent in evaluation methods carried out in real-world global settings
- At least 6 years of experience in a MEL-focused role within international development programming in low resource settings
- Demonstrated experience in both qualitative and quantitative evaluation methodologies and a track record of grant funding and publication
- Flexibility and demonstrated ability to think creatively about measuring program effectiveness and impact
- Strong data management and data analysis skills, including proficiency in SPSS, R, and/or STATA
- Successful history of technical team management

- Excellent leadership skills
- Excellent writing skills and ability to deliver polished, professional outputs of outstanding quality
- Passion and commitment to Seed's mission
- Strong sense of accountability, personal initiative, and responsibility
- Excellent interpersonal skills, including flexibility and a sense of humor
- Demonstrated cross-cultural sensitivity and ability to build respectful relationships with colleagues from different cultural, linguistic, and educational backgrounds
- Ability to work collaboratively in a fast-paced and young organization work environment

Working Conditions:

- Any of the seed offices globally
- Will be based in an office environment
- Will be required to sit/stand for up to eight hours or more per day
- Up to 10% travel may be required domestically and/or internationally

Compensation:

Competitive base salary commensurate with experience, as well as health/dental/eye insurance, 401(k), and vacation benefits. Seed Global Health is an equal opportunity employer that prohibits discrimination and harassment of any type, including without limitation on the basis of race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristics protected by federal, state, and local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, transfer, leaves of absence, compensation, and training.