Join Our Team as an Impact and Learning Manager!

Department	Impact and Learning
Role	Impact and Learning Manager
Reporting Line	Country Director
Location	Kampala, Uganda

About the Opportunity:

The Agrifood System Transformation for Youth Employment (ASTYE) program in Uganda is a transformative initiative designed to address systemic challenges hindering agricultural development and youth employment, particularly for young women. Funded by the Mastercard Foundation and implemented in partnership with DSG, AGRA, and GOAL, ASTYE aims to create dignified and fulfilling work opportunities for young people while strengthening Uganda's agrifood ecosystem.

DSG is seeking a highly skilled and experienced Impact and Learning Manager to head the design, implementation, and management of monitoring, evaluation, and learning (MEL) activities of the ASTYE Uganda program. This pivotal role will ensure DSG's initiatives are evidence-based, impactful, and contribute to organizational learning, while also supporting the ASTYE Uganda program in generating robust evidence of its impact on youth employment, agricultural development, and poverty reduction in Uganda.

In This Role, You Will Make An Impact By:

MEL Strategy and Framework Development

- Develop and implement a comprehensive MEL strategy for DSG, aligned with the organization's strategic goals and donor requirements for the ASTYE Uganda program.
- Enhance and implement a comprehensive MEL framework aligned with the program's theory of change, focused on measuring the impact of interventions on youth employment, women's economic empowerment, and agricultural development in Uganda, including the definition of key indicators, data collection methodologies, and reporting mechanisms.
- Design and implement robust MEL frameworks for individual projects within the ASTYE Uganda program, ensuring consistency with program-level objectives, indicators, and theory of change.
- Establish clear procedures for data quality assurance and reporting standards to ensure credible, timely, and decision-useful MEL outputs.
- Ensure that data collection activities are in line with program activities and timelines by collaborating with program teams and partners to integrate MEL into project design and implementation.

Data Collection and Management

- Oversee data collection activities of the program, ensuring data quality, accuracy, and timeliness.
- Develop and implement data management systems and protocols, including data storage, cleaning, and analysis procedures.
- Ensure data security and confidentiality across DSG's data platforms, adhering to ethical data collection and management practices.
- Provide technical support to program teams and partners on data management, ensuring that data is collected and managed in a standardized and consistent manner across all interventions.

Monitoring and Reporting

- Develop and implement monitoring plans, including routine data collection, data analysis, and reporting activities across DSG's portfolio.
- Prepare regular monitoring reports to track program progress, identify challenges and opportunities, and inform adaptive management.
- Develop and maintain dashboards and visualization tools to communicate program performance.
- Provide technical support to program partners for developing monitoring tools and reporting on program progress, ensuring alignment with DSG's reporting requirements and the Foundation's guidelines

In This Role, You Will Make An Impact By: *(cont'd)*

Evaluation

- Design and manage evaluations of the program, including baseline studies, midterm reviews, and final evaluations, using rigorous methodologies appropriate for each program context.
- Select and manage external evaluators, ensuring the quality and rigor of evaluation methodologies.
- Analyze evaluation findings from ASTYE Uganda to identify best practices, lessons learned, and areas for improvement in DSG's overall MEL approaches.

Learning and Knowledge Management

- Develop and implement knowledge management strategies to capture, synthesize, and disseminate lessons learned and best practices from DSG's portfolio.
- Facilitate learning events, workshops, and communities of practice to promote knowledge sharing and collaboration.
- Develop knowledge products such as case studies, policy briefs, and learning reports to share insights and best practices from DSG's work.
- Develop a learning agenda for the ASTYE Uganda program, focusing on documenting lessons learned, best practices, and challenges related to promoting youth employment and agricultural development in Uganda.

To Succeed In This Role, You Bring:

Education & Professional Experience

- Master's degree in a relevant field such as economics, statistics, social sciences, international development, or monitoring and evaluation or a related field.
- Minimum of 10 years of progressive experience in designing, implementing, and managing MEL systems for complex development programs, preferably in the agrifood sector or related fields..
- Prior experience working within the agrifood sector or international development is highly desirable.
- Experience working in the African context is highly desirable.

Leadership & Technical Competencies

- Expertise in quantitative and qualitative research methods, including impact evaluation methodologies.
- Strong proficiency in statistical software (e.g., Stata, R, SPSS), data visualization tools (e.g., Tableau, Power BI), and data management systems.
- Excellent analytical and technical skills, exceptional communication abilities, and a passion for using data and evidence to drive program improvement and impact.

Ready To Lead Uganda's ASTYE?

If you are an experienced impact and learning professional with strong expertise in monitoring, evaluation, and data systems, and are motivated to use evidence to strengthen agrifood program performance, we invite you to apply.

Please submit a resume and cover letter outlining your MEL experience, analytical achievements, and motivation for the role to talent@kipawa.io

Applications will be reviewed on a rolling basis, and early submission is encouraged!

To know more about our organization, visit our website www.devsovgroup.com