



**Position: Senior Advisor, Monitoring, Evaluation and Learning (MEL)**

**Unit:** Monitoring Evaluation and Learning

**Location:** Remote/ Delhi based

**Position Reports To:** Director, Resource Development and Monitoring, Evaluation and Learning

Founded in 2000, CREA is a feminist human rights organization based in New Delhi, India. It is one of few international feminist organizations based in the global South, working at community, national, regional, and global levels. CREA builds feminist leadership, strengthens movements, challenges unjust power structures, expands sexual and reproductive freedoms and advances the human rights of structurally excluded people.

**What does life in CREA Mean**

We like to think of ourselves as a fearless, interrogative, colourful, edgy, sexy flock of birds flying freely to explore, to imagine and to build freedoms together.

If you are ready to challenge the system when needed, you could be one of us.

If you ask questions, are curious, and have a hunger for learning, you will thrive at CREA.

Constant learning, sharing of knowledge, is an expectation that team members have from CREA, and CREA from its team members. It demands our people to be connected, innovative, agile and quick to change.

When you walk into CREA, you need to be prepared for a workplace that is of high quality, is creative, edgy, and dynamic.

**Primary Purpose of Position:**

The Senior Advisor of Monitoring, Evaluation, and Learning (MEL) is a newly created position to manage an innovative body of new work. The Senior Advisor will have the opportunity to develop and lead CREA's MEL approach, advance organizational learning, and contribute to generating evidence to strengthen CREA's work and the work of its partners. The person will work closely with Organizational Management, Program Directors and external advisors to strengthen CREA's organization-wide MEL system for learning and accountability. The Senior Advisor will provide leadership for all MEL activities, including developing effective and feasible methodologies for assessing CREA's complex and diverse programs, ensuring data relevance and quality, and analyzing and presenting MEL findings to diverse stakeholders and audiences in order to advance CREA's mission.

The ideal candidate has broad experience with MEL methodologies, and believes in making Results-Based Management work meaningfully. They have experience with various monitoring and evaluation methodologies (e.g., outcome harvesting) and believe in creative ways of measuring,

tracking, and communicating impact. The person should believe in creating processes and systems that enhance clarity, transparency, learning, accountability, efficiency and agility. Finally, the person should share CREA's vision of a more just and peaceful world, where everyone realizes their autonomy, dignity and equality, and should believe that a powerful MEL strategy can accelerate progress towards this feminist future.

**Duties and Responsibilities:**

- Plays a leadership role in the organization, supporting high-quality programs at national, regional and global levels.
- Works closely with Senior Management and Program Directors to strengthen existing MEL approaches and frameworks and to ensure implementation of MEL strategies and activities.
- Ensures that the MEL framework incorporates an organization-wide approach, is efficient and supportive of strong programming, is flexible and responsive, addresses stakeholder and donor requirements, and is consistent with CREA's feminist values.
- Strengthens the culture of learning within CREA and integrates MEL with other dimensions of the organization.
- Leads the development of program and project-specific MEL strategies, plans and indicators to capture performance and results and links these to the organization-wide MEL framework and system.
- Integrates MEL better practices and innovations into ongoing work at CREA.
- Builds a MEL team, including hiring, orienting and managing MEL staff with the capacity to provide technical leadership and guidance to program staff and partners.
- Builds the capacity of program staff and partners to participate in monitoring and evaluation of program activities, to generate data for programmatic learning and decision-making, and to interpret and report results.
- Oversees documentation or evaluation of CREA's and partners' work and contributes to developing strategies for disseminating results to diverse audiences.
- Contributes to raising CREA's visibility as an innovative thought leader and credible voice and represents CREA at various forums.
- Develops and manages the MEL work plan and budget, including working with Program Directors to manage the MEL funds that are built into program or project budgets.
- Contributes to fundraising, including relationship-building, proposal-writing and reporting.

**Qualifications:**

- A minimum 10-years of work experience in human rights, women's rights, sexual and reproductive rights, or gender and development.
- Demonstrated and deep knowledge of learning, monitoring, and evaluation design and methodologies for human rights, women's rights, social justice or international development organizations.
- Master's degree or equivalent work experience in social sciences or related disciplines, with solid knowledge of research methods.
- Demonstrated understanding of conducting research or evaluation cross-culturally and in collaborative partnerships.
- Ability to establish strong, collaborative interpersonal relationships with colleagues and with external partners and stakeholders.
- Sound political judgment and demonstrated ability to think strategically and to translate ideas into programmatic plans and actions.

- Ability to take initiative and manage multiple projects against deadlines, and to work both in an advisory and a hands-on implementation capacity.
- Demonstrated ability to supervise and mentor staff, as well as manage consultants.
- Experience in facilitating the use of data to inform decision-making and learning.
- Excellent interpersonal and communication skills (verbal and written) for diverse audiences.
- Ability to use technology effectively.
- Fluency in English is required.
- Understanding of and commitment to the vision, values and mission of CREA.

CREA promotes pluralism and equal opportunity, and is committed to diversity in its staffing and to the maintenance of an environment free of discriminatory employment practices. CREA's policy is to provide equal employment opportunities to all individuals. No individual shall be discriminated against because of his or her actual or perceived age, caste, class, disability, marital status, religion, or sexual orientation. Compensation will be based on experience and internal equity. A generous benefit package is included.

Interested candidates who meet the required educational and experience requirements should send their CV along with a cover letter, current and expected salary to [jobs@creaworld.org](mailto:jobs@creaworld.org) by 20 June 2021. Please include in the subject line the name of the position you are applying for. Only shortlisted candidates will be contacted for an interview.

Thank you for your interest in CREA.