Job Title: MERL Specialist  
Department: Global Research  
Job Listing Number:  
Line Manager/Supervisor: Global Research Director  
Duty Station: Global Office, Kampala  
Version: V1

Job Purpose/ Position Summary

Reporting to the Global Research Director, the Monitoring, Evaluation, Research and Learning Specialist supports the Director in overseeing the MERL StrongMinds’ MERL function, the goal of which is to change ideas of what’s possible in depression treatment by building the evidence base for professional community health workers. He/she also leads Monitoring & Evaluation (M&E) activities, including design and implementation in close collaboration with other organization teams, analyzing data against key indicators, identifying key learnings, and informing necessary adaptations to achieve organization goals. He/she also drives evidence use internally and externally.

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<th>Area of Responsibility</th>
<th>Activities</th>
<th>Expected Outputs</th>
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| 1. Support StrongMinds Monitoring and Evaluation portfolio. | Develop the M&E structure and systems, in collaboration with activity partners, to facilitate and ensure all teams collect and report on impact, output, outcome, and program management indicators. This includes standardized reporting, performance monitoring, and evaluation for the activity, and integrating performance data into program management and adaption plans. Support countries in implementation of central data system including seamless rolling out and development of real-time dashboards both at country and global level. Develop, implement and oversee a program monitoring plan that addresses logic models, strategic and program evaluation questions, data collection methods, analysis and reporting. In collaboration with MERL teams, leadership teams, partners, and stakeholders develop the outcomes and | • Harmonized key Performance Indicator and data point definition.  
• Consolidated monthly and quarterly results reports.  
• Monitoring, Evaluation and Reporting plans and systems  
• Staff and stakeholder M&E technical advisory  
• Program compliance, quality assurance, and risk management  
• M&E strategy and handbook  
• Implementation of data system  
• Active dashboards for country and global reports |
indicators that will be used to monitor StrongMinds’ progress towards its goals.
Support programs by using data to improve programs and respond to client needs.
Develop and execute strategy to improve data quality and efficiency throughout the entire chain from collection to informing decisions, across all country and partner programs.
Expand country program participation in a multi-country data review and harmonization collaborative. Orient and onboard members to the collaborative and check in with them 1:1 on a quarterly basis to sustain high participation and identify opportunities to improve the collaborative.
Identify and roll out new technology solutions to support the data harmonization collaborative. This includes working with vendors to upgrade StrongMinds’ data sharing infrastructure in order to streamline routine data sharing, cleaning, and analysis across multiple organizations.
Plan and execute evaluations, including analysis and interpretation of evaluation results. Ensure that project deliverables meet analysis and submission requirements.
Undertake program monitoring visits/forums with other organization staff as necessary.

Provide technical support to country MERL teams and coordinate all M&E capacity building activities with SM staff and implementing partners.
2. **Drive evidence-use internally and externally.**

- Ensure particular focus on staff as the organization’s customers, making sure that their data and information needs are met. Prioritizing sharing and making sense of learnings with staff.
- Help maintain StrongMinds’ internal, and public facing Global Dashboards and share results once a quarter networking collaborative meetings,
- Identify and participate in conferences and convenings relevant to StrongMinds’ research outputs, while ensuring an equitable approach to participation.
- Cultivate a deep understanding of depression treatment, including staying up to date on new and relevant evidence, best practices, literature, and policy documents.
- Conduct research and analysis of issues as requested, including preparation of reports, white papers and journal publications recommendations and other materials.
- Develop and routinely review strategy for improving programmatic data use and learning. Foster a culture of learning through routine reflection of project performance, identification of lessons learned, and use of evidence to inform programming decisions to maximize StrongMinds activity results and impact.

3. **Support the organization’s research portfolio.**

- Support the Director in developing and executing the research strategy.
- Support the Director in strategic planning, budget management, and work plan development for research activities.

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- Staff centricity
- Closing knowledge to practice gaps
- Quarterly learning and best practice papers
- Quarterly all-hands-on-deck meetings
- Central repository of knowledge products
- Conference, workshop, and meeting participation
- Impact documents
- Knowledge management

- Research strategy development
- Research budget and work plan development
- Research handbook
- Data analysis reports
- Meetings and Technical Working Groups
- Operationalization of research policies and plans
• Work collaboratively to ensure adoption of research standards and policies across the organization.
• Participate actively in research Technical Working Groups and forums.

Conduct high-impact data analysis, interpretation of results, and paper writing.

Support the Research Director in monthly calls with MERL leads. This includes setting the agenda, preparing materials, and managing meeting-related action items.

4. Management

Support the management of StrongMinds country Monitoring and Evaluation teams and interns, providing ongoing oversight, coaching, feedback and support to build their capacity to further the mission of the organization. Provide department staff training as appropriate.

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<th>Educational Qualifications</th>
<th>Job-related experience, knowledge and behaviors</th>
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| • Bachelor’s degree and at least six years of relevant work experience with progressive data management and research responsibilities, OR Master’s degree and three year’s relevant experience | • **Research:** You have expertise in study designs used to assess the effects of health systems or complex public health interventions and implementation strategies, including randomized controlled trials and non-randomized controlled trials.  
• **Management skills:** You have proven experience managing multiple research projects with multiple stakeholders simultaneously. You have the thoughtfulness and confidence to work with a large number and wide variety stakeholders from diverse geographic, socioeconomic, and educational backgrounds. You are able to break goals into manageable objectives and to work with a team to meet them on schedule.  
• **Data skills:** You have proven experience in data analysis using Python, STATA or R. You have proven skills in use of data visualization tools e.g. Power BI, Tableau, Google Data Studio and demonstratable skills in integrating these tools with other data systems e.g. ODK, Kobo Collect, SurveyCTO or CommCare.  
• **Initiative:** You are someone who seeks out opportunity and acts thoughtfully without needing to wait for instruction. You can cast a vision while being attentive to detail. You are willing to roll up your sleeves and get the work done while also contributing to strategy at the highest levels of the organization.  
• **Compelling communication:** You have excellent written and verbal communication skills in English. You are a strong communicator who can tell a compelling story, built on data. You can adapt to various media and can |
demonstrate this via PowerPoint presentations, academic studies, reports, policy briefs or similar. Ability to analyze information, summarize findings and present them in ways easily understandable to decision-makers. Knowledge and experience of using evaluation and community-based research to inform program development

- **Adaptability:** You feel comfortable defining new deliverables and processes in a rapidly changing work environment and can cope effectively with complexity and change.

- **You have/ are also:**
  - Inspired by healthcare as a human right.
  - Empathetic and driven by a desire for deep understanding.
  - A systems thinker who enjoys tackling large, complex problems
  - Able to collaborate with a distributed team on a self-directed work schedule.
  - Experience of working in a multicultural setting, demonstrating understanding of working in diversity
  - Humility to embrace the members’ rich heritage whilst driving a process of continuous improvement.
  - Flexible, willing to contribute to other streams of work and adaptable; able to tolerate delays, problem solving.
  - Able to negotiate and achieve positive outcomes when difficulties arise.
  - Reflective, and willing to learn from experience.
  - Willing to adhere to our Gender and Safeguarding policies,
  - Willing to travel.
  - Languages: Excellent written and spoken command of English.

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### Strong Minds Core Values

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<th>Core Values</th>
<th>Behaviors Indicators</th>
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<td><strong>We are people focused.</strong></td>
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Our clients are the top priority, and we ensure they receive the best possible care and support. Our employees matter and we enable our team to thrive. We respect all our stakeholders and treat them as equals.  
| ▪ Puts clients' first (internal and external)  
▪ Respect for all stakeholders  
▪ Show care and provide support to all our clients – both internal and external  
▪ Treat all stakeholders equally.  
▪ Foster a spirit of teamwork |
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<tr>
<th><strong>We think big and act fast.</strong></th>
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<tr>
<td>We are passionate about achieving our bold mission. We move with urgency and focus on achieving scale. We continually find new ways to work and to solve problems.</td>
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<tr>
<td>• Works with urgency</td>
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<tr>
<td>• Focus on achieving the Mission.</td>
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<tr>
<td>• New and innovative ways of work to solve problems</td>
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<th><strong>We are data driven.</strong></th>
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<td>Data is at our core. It guides us and drives our decision-making.</td>
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<tr>
<td>• Decision-making driven by data.</td>
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<td>• Putting data at the core of StrongMinds operations</td>
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<th><strong>We do what we say and say what we do.</strong></th>
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<td>We are open and direct in our communications. We are honest in our interactions. No funny business.</td>
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<tr>
<td>• Open and direct communication</td>
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<tr>
<td>• Honesty in all interactions</td>
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<td>• High level of integrity</td>
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<th><strong>We believe in collaboration, not competition.</strong></th>
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<td>We do not compete with other mental health implementers. We welcome their contributions to achieving our mission and partner with them whenever possible.</td>
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<tr>
<td>• Partnership with other mental health implementers</td>
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<tr>
<td>• Collaboration within teams</td>
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Please submit a thoughtful brief cover letter, resume, and academic/professional qualifications combined in one document to infoglobal@strongminds.org mentioning Monitoring, Evaluation, Research and Learning Specialist in the subject line by 11.00pm EAT on Friday 05th April 2024. Academic/professional qualifications ONLY. No additional certificates needed.