TITLE: Director, Monitoring, Evaluation, Research and Learning (MERL)

REPORTS TO: Chief Program Officer

LOCATION: Remote

ORGANIZATIONAL PROFILE:
HCP Cureblindness works to cure needless blindness with high-quality, cost-effective eye care in underserved areas of the world. Thirty-six million people are blind worldwide, yet 80% of this burden is treatable or preventable. Cataract is the largest cause of blindness affecting 17 million people, who could be cured with a 10-minute, $25 surgery. HCP is keenly focused on enduring solutions to avoidable blindness for under-resourced people and communities, not only providing critical care but strengthening local capacity to provide high-quality eye care to the underserved. HCP has offices in several locations in the US and other countries, with remote employees in multiple other locations. Programs are currently active in 11 countries and work with an estimated 75 implementing partners with plans to expand rapidly across Africa and Asia. HCP Cureblindness is expanding its team to meet new challenges, scale its work, and broaden its reach. We are seeking individuals who are passionate about changing lives and want to be a part of a team that works together to reach new heights. We want leaders who can aim high and make things happen but are also invested in building a positive team dynamic to bring the work to life.

VISION: We envision a world in which no person is needlessly blind.

MISSION: Our mission is to cure needless blindness with high-quality, cost-effective eye care in underserved areas of the world.

SCOPE OF WORK: The Director - MERL is responsible for designing and overseeing the implementation of the organization's MERL systems and Knowledge and Learning processes in close coordination with programmatic staff. Reporting to the Chief Program Officer, the Director - MERL leads the overall learning agenda of HCP’s programmatic efforts, working closely with partners and other internal and external stakeholders.

ESSENTIAL JOB FUNCTIONS/KEY DELIVERABLES:
Set Global MERL Strategy and oversee implementation in conjunction with the program management and clinical teams.

- Oversees coordination and project management of all MERL activities
- Continuously review and refine HCP’s monitoring systems, ensuring accessibility of up-to-date output statistics for ~30 partners across ~11 country programs
- Design and lead evaluation activities of HCP’s Programs (i.e. training, outreach, equipment) including creating tools to collect data from partners, developing frameworks to store and analyze data, developing schedules/SOPs/protocols for data collection
- Support the project proposal writing with respect to logic frameworks, indicators and evaluation plans and serve as subject matter expert/technical advisor for development teams for all MEL and research components of grant proposals
- Responsible for designing and overseeing regularly scheduled data collection as well as special projects + data collection as needed
  - Develop and project manage activity monitoring and evaluation plans for all federal grants
- Lead development of key evaluative indicators and analysis of related data to inform programmatic improvements (i.e. outcomes and efficiencies)
- Co-manage HCP research initiative along with global clinical consultants to build research capacity among partners, through mentorship, research project management, analysis, and publication of study results
- Collaborate with marketing department to strategically amplify key learning or results to bolster HCP’s position as a thought leader

**Knowledge and Learning**
Manage CQI reports and learning sessions, functioning as an organizational “knowledge broker”.
- Lead the implementation of the K&L and continuous quality improvement components of HCP’s Programs work
- Plan, establish, and facilitate a wide range of organizational knowledge management processes (special studies, after action reviews, Partners meetings, organizational learning surveys, on-line engagements, documenting lessons learned)
- Lead quarterly learning sessions for all federal grants in conjunction with QPR development
- Stay abreast of current research and literature in the eye health sector relevant to HCP and share updates with the HCP team on a regular basis through coffee chats, internal forums, and journal clubs, etc.
- Assist in reviewing performance against strategic plans, provide recommendations for updates
- Lead the systematic dissemination of evidence and results, both internally and externally, including in publications and conference presentations

**People and Management**
Lead relationships with internal and external stakeholders to drive data collection and develop a global team of MERL resources.
- Cultivate and manage research partnerships with consultants, external evaluators, or research organizations to deliver research and evaluation deliverables
- Directly manage a team of MEL and Research resources, including performance planning, task oversight, and mentoring
- “Dotted Line” management of five in-country MERL resources to ensure quality field support to partners

**Other Responsibilities:**
All employees are expected to work as a team and to contribute to any activity that will promote the success of the organization.

**QUALIFICATIONS**
Seeking a seasoned professional with a proven track record of leadership with MERL frameworks and systems and excellent analytical skills, as demonstrated by the following:
- Advanced degree in relevant discipline (i.e. public policy, public health, international development, economics)
● 7+ years of increasing leadership in a monitoring, evaluation, and/or research role within an NGO or international organizations; strong experience with international development projects. Experience with M&E of vision care programs strongly preferred.
● Strong understanding of how to develop and implement robust M&E frameworks
● Proven track record of coaching and managing a team to develop their full potential and deliver outstanding results in an inclusive, positive manner.
● Previous expertise in gender and social inclusion a plus
● Experience designing and implementing MEL systems for donor-funded projects
● Problem solving ability, excellent communicator, good numerical and report writing skills
● Excellent quantitative and qualitative research, analysis and evaluation skills
● Proven track record of leading projects on time, with clear results, and within budget
● Able to develop and maintain effective relationships with internal and external stakeholders
● Good interpersonal, training, and conflict resolution skill
● Ability to travel internationally as needed (~20%)

Additional qualifications include:
HCP firmly believes in promoting the public good, which at a minimum includes doing what we can as an organization to provide a safe working environment for our employees, volunteers, partners, and visitors. For these reasons, all US employees, volunteers, or visitors are expected to be fully vaccinated against Covid-19.

To Apply
We invite qualified candidates to submit a resume and cover letter. Please send materials via email to: jobs@cureblindness.org

HCP Cureblindness considers all applicants on the basis of merit without regard to race, sex, color, national origin, religion, sexual orientation, age, marital status, veteran status or disability.