







## Monitoring and Evaluation Manager

### Summary

-  **Fee:** EUR 5500 - 6500 monthly, full time.
-  **Benefits:** Eligible for additional benefits after three months, subject to performance.
-  **Based:** Wherever you like, with preference for EU/MENA timezones.
-  **Supervises:** Monitoring and Evaluation Lead(s), Researcher(s).
-  **Reports to:** Chief Technology Officer.
-  **Travel:** International travel likely every 3-6 months.

### Solve problems that matter

Seefar's migration programme tackles complex global challenges by changing lives for the better. In 2024, we helped Syrian refugees to access documentation, counselled thousands of Afghans in transit, and found jobs for rural Iraqis preparing to migrate irregularly. Our projects incorporate cutting-edge tools and platforms that facilitate access to information, enable remote service delivery, and increase our scale. Our monitoring, evaluation, and learning systems generate evidence that informs decisions and continuously increases our impact. We remain a start-up in size and spirit, driven by curiosity and a bias for action. Are you ready to build what's next?

### Who we are

Seefar Foundation is a social enterprise with a simple mission: to transform the lives of vulnerable people. Through programmes rooted in technology, psychology and behaviour change, we help people build the skills and confidence they need to make a positive contribution to their communities. It's how we support governments in finding solutions to challenges around irregular migration, poverty, human trafficking, violent extremism, access to justice, and more.

Our exceptional team of over 100 consultants are problem solvers and innovators, delivering programmes for Seefar Foundation and high-impact research and advisory for our sister company Farsight Global. Together, our organisations solve difficult, high-impact problems for governments and NGOs across communications, digital, and research, monitoring and evaluation in Africa, Asia, and Europe.

## Your responsibilities

1. **Project delivery (50%).** Design and oversee the implementation of monitoring and evaluation (M&E) frameworks in Seefar's migration programming. You will guide indicator selection and shape evaluation methodologies, ensuring alignment with program goals and donor requirements. You will take ownership of the overall evidence strategy, ensuring that M&E contributes directly to learning, accountability, and strategic decision-making.
2. **Management and development of teams (20%).** Supervise M&E Leads, researchers, and data collection teams in diverse, complex environments. You will build team capacity, mentor senior and junior colleagues, and foster a culture of analytical rigour, curiosity and innovation. You will troubleshoot methodological and operational challenges, ensuring consistent and high-quality delivery across various contexts.
3. **Consulting work and proposals (15%).** Contribute to Seefar's consulting and advisory projects by providing technical M&E expertise, developing methodologies, and delivering tailored, evidence-based advice to clients. You will also actively support proposal development, embed M&E strategies, and help articulate our value proposition to donors and partners.
4. **Quality assurance and reporting (10%).** Serve as the final quality assurer for all research and evaluation outputs, ensuring that reports, dashboards, and presentations meet the highest standards of clarity, accuracy, and relevance. You will personally lead the synthesis of complex findings into clear, compelling narratives and recommendations for senior stakeholders.
5. **Strategy and innovation (5%).** Contribute to Seefar's broader strategic direction and technology innovation, including by identifying new methods, tools, or approaches that strengthen our evidence base and drive continuous improvement. You will attend a twice-yearly summit (previously in Addis Ababa, Colombo, Tbilisi, Nairobi, and Tunis). You will influence our technology strategy.

## Who you are

You're excited to lead monitoring and evaluation efforts that span irregular migration, legal migration, and return and reintegration. You enjoy telling the story of impact through data and evidence, and believe in the power of evidence to drive social change. You're motivated by the prospect of holding a strategically important position, but you're not above hard work. Wherever you're based, you're confident you can build trusting relationships with partners in Europe, South-Central Asia, MENA, and Sub-Saharan Africa.

### To succeed, you'll need to be:

- Highly analytical and rigorous, with attention to detail and strong data literacy.
- Driven to find efficient, creative ways to collect and use data, especially with technology.
- A problem solver and experimenter, who instinctively tests solutions, learns from evidence, and moves decisively from analysis to practical recommendations.
- A strong and versatile writer, able to synthesise complex findings into clear, compelling narratives for diverse audiences.
- A mentor and leader, taking pride in developing the skills and confidence of your team.
- An executor, who gets things done, even when tedious.
- Welcoming of change, challenge, and ambiguity.
- Credible with senior stakeholders, able to present complex findings in a clear, persuasive way.
- A fast learner, mastering diverse subject matter across migration and development sectors within weeks.
- Champion of [our values](#): productivity, smart risks, feedback, humility, social purpose, grit, and learning.
- Master of the core competencies described below.

## Essential criteria



**Academic background** in economics, statistics, public policy, or a related discipline, with a firm grounding in quantitative methods. A master's degree is preferred but not required for exceptional candidates.



**At least five years of professional experience**, including designing and leading research and M&E activities, ideally in migration, development, or fragile contexts. Experience working directly with international NGOs or donor-funded programs is highly valued.



**Advanced skills in quantitative and qualitative data collection and analysis**, including proficiency with tools such as R, Stata, or Python for quantitative work. Skilled in designing robust evaluation frameworks, qualitative and quantitative studies, and integrating findings to produce strategic insights.



**Excellent English communication skills, both written and spoken**, with a proven ability to lead and assure the quality of evaluation reports. Able to draft clear, compelling conclusions and actionable recommendations, and confident in presenting findings to diverse technical and non-technical audiences in meetings, workshops, and high-level briefings.



**Management and coordination experience**, including supervising teams of Monitoring and Evaluation professionals, researchers or data collectors, managing timelines and budgets for M&E components, and supporting field implementation.



**Experience in consulting or advisory roles**, including designing M&E strategies for clients, supporting capacity building, and providing evidence-based recommendations to senior stakeholders. Able to work confidently with governments, NGOs, and private sector partners.

## What we offer

We offer fees of EUR 5500-6500 monthly, inclusive of all taxes and charges. After three months' good performance and subject to review, you'll be eligible to join our core Global Team. Global Team members receive enhanced benefits:

- Unlimited leave. In 2024, colleagues took an average of about 6 weeks' leave.
- Long-term sickness, carer, and maternity pay.
- Access to a professional development fund with support on using it to enhance your career.
- Technical and AI upskilling opportunities to stay ahead of evolving market trends.
- Ethical alignment: we offset the carbon impact of our travel and AI usage and administer a social impact award.

## What's work like at Seefar?

### Positives:



Diversity and multiculturalism



Trust, autonomy, and space



Innovation and experimentation



Achievements over protocols



Travelling and discovering



New challenges that stretch you

### Challenges:



Coordinating across timezones



Taking on unexpected tasks



Communicating clearly using remote tools



Expectation that you organise your own time



Prioritising competing demands



Balancing intense weeks with time off

**You should also be aware** that monitoring and evaluation managers have found it challenging to supervise their teams and lead the delivery of a project's monitoring and evaluation component.

## Your long-term growth

We conduct six-monthly talent reviews, offering you regular support, guidance, and consideration for promotion throughout your time with us. Your review is based on peer feedback regarding your performance, effectiveness, and adherence to our values, with the objective of identifying how we can help you reach the next level. When the time comes to leave Seefar, we'll help you with what comes next. Former colleagues have moved to places like Amazon, Clear Global, UNDP, and Outward Bound Canada. Several have started their own businesses.

## Who are your colleagues?

You'll be joining a Global Team of nine, based in Europe, the Middle East, and South Asia. We're from a dozen nationalities and speak seven languages. At any given time, we work with around 100 consultants globally who implement our projects. You will find a mix of perspectives, backgrounds, technical expertise, and lived experience.

## Apply

On or before **19th July 2025**, complete our [online application form](#). Eligible applicants will be invited to take an initial culture and values assessment. Before you start, you should confirm that you exceed the core competencies, agree with the values, and find the indicated pay range acceptable.

## Refer

Do you know someone who would be perfect for this role? If the successful candidate mentions your referral, we will donate \$200 to an NGO of your choice.