

Monitoring and Evaluation Officer

Summary



Fee: EUR 4,254 – EUR 4,863 gross monthly fee; contractor basis.



Benefits: 6 months full-time, with the possibility of extension based on company performance.



Based: The role is remote, and you can be based wherever you like, with preference for Europe/MENA timezones.



Reports to: Head of Technical Services.

Who we are

Our vision is of a world where everyone can contribute to communities that are stable and just. To realise this, we must design, deliver and evaluate bold, effective services that give people whose choices have been narrowed the skills and confidence to make good choices and seize opportunities. In the past year, we've digitalised return and reintegration services for migrants in Sweden, developed a bespoke referrals platform for Afghans, Ethiopians, and Eritreans considering irregular migration, built out a talent pipeline of STEM talent in Nigeria ready for work in Germany and Ireland, and gamified educational outreach in Morocco. Our frontline services are informational, behavioural, psychosocial and digital – with cutting-edge research, monitoring, evaluation, and learning systems integrated.

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.

Your responsibilities

- 1. Project delivery and research (70%).** Lead the design and delivery of research and evaluation activities across a diverse project portfolio. You'll be responsible for building theories of change, developing monitoring frameworks, and producing high-quality mixed methods research. You'll take ownership of key outputs, from survey instruments and field protocols to data analysis and final reports. You'll train field officers, monitor data quality and manage field teams. You will help ensure projects remain on track and responsive to donor needs. You'll routinely review statistical outputs, draw actionable insights from large datasets, and write with clarity for technical and non-technical audiences.
- 2. Methods and statistical analysis (20%).** Conduct quantitative and qualitative analysis, including causal inference, survey data cleaning, regression modelling, and triangulation of mixed data. You'll advise on sampling strategies, ensure adherence to good research standards, and support other team members to elevate the quality of evidence across projects. Proficiency in tools such as R, Stata, or Python will be central to your work.
- 3. Internal learning and quality (10%).** Contribute to Seefar's evolving research, monitoring and evaluation strategy by identifying new topics, tools, or approaches. This may include experimenting with AI research assistants, refining our use of data visualisation, or proposing new evaluation designs. Work closely with other researchers and monitoring staff to improve Seefar's internal research, monitoring and evaluation systems. You'll help maintain tools for tracking data quality, manage training for enumerators or partners, and contribute to internal peer review and learning processes.

Who you are

You're a trained monitoring and evaluation professional excited by the opportunity to lead ambitious, experimental evaluations tackling irregular migration in complex environments. You have strong quantitative skills and a solid grounding in causal inference, and you're eager to apply these to real-world questions with major policy relevance. You're comfortable with data and statistical tools, but just as motivated by the challenge of managing data collection teams across multiple geographies. You're quick to learn and ready to dive into a steep learning curve. You thrive when given responsibility and room to grow, and you're energised by the idea that your analysis could shape the future of migration programming. Whether you're working from Addis, Vienna, Erbil or London, you're confident you can collaborate effectively with partners and colleagues around the world.

Essential Criteria



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



Four years of professional experience, including experience designing and implementing research or evaluation activities, particularly in international development, migration, or fragile settings.



Proficiency in statistical analysis using tools such as R, Stata, or Python. Able to clean and structure datasets, run regressions, and interpret findings accurately.



Familiarity with mixed methods approaches: you understand when to use quantitative vs qualitative methods and can support triangulation and integration of results.



Strong English communication skills, both written and spoken, particularly for reporting research findings to technical and non-technical audiences. Able to contribute to clear, compelling evaluation reports, including conclusions and recommendations, and to present findings effectively in meetings or workshops.



Attention to detail and rigour, especially in ensuring data quality, managing documentation, and reviewing outputs for accuracy.



Project support and coordination skills, including experience working with field teams, data collectors, or partners to implement surveys or monitoring systems.



A collaborative mindset, with the ability to receive feedback, work in multicultural teams, and manage competing deadlines.

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 time zones



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

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, technology levels, and adherence to our values, to identify 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.

Apply

By midnight (CET) on **15th April 2026**, complete our [online application form](#) (10 minutes). Eligible applicants will be invited to take an initial culture and values assessment. Before you apply, take a moment to reflect on the fee range, independent contractor status, Seefar's values, and the stated requirements of the job.