

Head of Performance Management and Impact

The African Institute for Development Policy (AFIDEP) is a regional non-profit research and policy Institute established in 2010 to help bridge the gaps between research, policy and practice in development efforts in Africa. Our primary purpose is to contribute to sustainable development through the use of evidence and advocacy to strengthen political commitment and resource allocation for development issues, inform the design and implementation of effective interventions, and improve governance and accountability structures for tracking development challenges in Africa. AFIDEP is registered as a Non-Governmental Organisation in Kenya and Malawi (where it has offices) and as a non-profit institution in the USA with 501(c)3 status. For further details about AFIDEP and its work, refer to www.afidep.org.

We are seeking to recruit an experienced candidate for the Head of Performance Management and Impact (HPMI) position. This position will lead the design, implementation, and continuous improvement of the Monitoring, Evaluation, and Learning (MEL) framework across the Institute's programmes. Reporting to the Deputy Executive Director, this role is critical in ensuring that programmes achieve their objectives, maximise impact, and contribute to the Institute's strategic goals. The incumbent will provide leadership in assessing programme effectiveness, generating insights from data, promoting a learning culture, and ensuring that the impact of the Institute's work is measured correctly and packaged. The HPMI will also coordinate and lead the MEL Unit and staff working on various projects, ensuring MEL design and practices are standardised and aligned with the Institution's MEL and Results Framework. The HPMI will lead the Institute's support to governments and related institutions in developing and operationalising performance management and accountability systems to optimise efficiency in programme implementation.

Key Responsibilities

- **Programme Performance Management:** Oversee the development and implementation of robust systems for tracking programme performance, ensuring alignment with strategic goals and outcomes.
- **Monitoring, Evaluation, and Learning (MEL) Framework:** Design and manage the Institute's MEL framework, ensuring that relevant metrics are established, data is collected, and results are reported effectively.
- **Impact Assessment:** Lead the development of impact measurement systems to evaluate programs' short-term and long-term outcomes, ensuring they align with donor requirements and Institutional goals.
- **Data Collection & Analysis:** Oversee the design and execution of data collection methodologies, including surveys, field visits, focus group discussions, and interviews. Ensure data integrity and provide rigorous analysis of programme performance data.
- **Reporting & Knowledge Management:** Develop high-quality reports, dashboards, and presentations on programme performance for internal and external stakeholders. Facilitate the dissemination of learning across the Institute.

- **Learning and Adaptation:** Establish systems to capture and disseminate learnings across projects, ensuring that the Institute continuously adapts and improves its programme design and delivery based on evidence.
- **Capacity Building:** Train and mentor programme MEL officers, other programme team members, policy makers, and partners in MEL principles and practices to build their capacity in performance management, data analysis, and adaptive learning. The HPMI will contribute to efforts to strengthen the individual and institutional capacities of evidence producers and public sector actors to improve demand and systematic use of MEL and other forms of evidence in decision-making to improve policy formulation and implementation on the priority issues covered in the thematic area.
- **Evaluation Design:** Manage and coordinate internal and external evaluations, including impact evaluations and mid-term/final assessments of projects. Ensure that evaluations provide actionable insights for programme improvement.
- **Resource Mobilisation:** Lead donor and partner engagement and proposal writing to ensure sustainable funding for the thematic area.
- **MEL Unit Coordination:** Coordinate and oversee all work in the thematic area, ensuring it aligns with the Institute's strategic objectives and is visible in relevant networks and platforms. The HPMI will be responsible for internal and external reporting of the thematic area's work, ensuring it is adequately staffed, and mentoring staff in the thematic area.
- **Publications:** Lead development of journal articles and related publications on key lessons from the institute's MEL work.

Qualifications:

- PhD or Master's degree in development studies, Public Health, Social Sciences, Monitoring and Evaluation, or a related field.
- At least 5-10 years of experience in senior leadership roles in programme management, monitoring and evaluation and impact measurement within the international development or humanitarian sectors.
- Demonstrated expertise in developing and managing MEL systems and frameworks for complex programmes.
- Strong understanding of both quantitative and qualitative evaluation methodologies and statistical analysis.
- Proven experience working with various donors, including bilateral, multilateral, and philanthropic funders, and familiarity with their MEL requirements.
- Track record of leading high-performing teams, mentoring staff, and building Institutional capacity.
- Exceptional communication and presentation skills, with experience delivering complex information to various stakeholders, including donors, policymakers, and program implementers.
- Proficiency in data analysis software (e.g., SPSS, Stata, R, or similar) and impact evaluation tools.

TO APPLY: Please submit a detailed CV and cover letter to recruitment@afidep.org, including the full position title, i.e., "**Head of Performance Management Impact**", in the email's subject by **9th May 2025**. In your cover letter, please highlight your relevant

experience and qualifications, and explain why you are interested in this position. Your CV should include three relevant referees. Only shortlisted applicants will be contacted.

AFIDEP is an Equal Opportunity Employer and does not charge a fee at any stage of the recruitment process.