### **Job Title: Monitoring & Evaluation Lead /Head**

**Organisation:** Friends of Women’s World Banking, India (FWWB)

**Location**: Ahmedabad, India  
**Experience Required**: 7-10+ years in Monitoring & Evaluation  
**Reports To**: CEO

**About FWWB**

FWWB India is a pioneering organization committed to fostering financial inclusion and empowering marginalized women across rural India. Through targeted programs in agriculture, entrepreneurship, and climate resilience, FWWB provides support to strengthen rural livelihoods and advance sustainable development. Leveraging partnerships with local institutions, government agencies, and global development entities, FWWB builds capacity, promotes resilience, and drives inclusive growth. Our approach integrates community engagement, innovation, and an unwavering focus on creating lasting, positive impact for the people we serve.

### **Job Overview**

The MEL Lead/Head will oversee the design, implementation, and management of robust monitoring and evaluation frameworks to ensure FWWB’s programs deliver measurable impact. This role will drive data-driven decision-making and ensure alignment with organizational goals and donor requirements. The M&E Lead/Head will also strengthen institutional capabilities to track, report, and improve the effectiveness of interventions across capacity-building programs, catalytic funding, and beyond.

### **Key Roles and Responsibilities**

#### **1. Strategy and Framework Development**

* **Impact Measurement Strategy**: Develop and implement a comprehensive M&E strategy aligned with FWWB’s mission and program goals
* **Theory of Change**: Strengthen and operationalize program-level theories of change, linking outputs, outcomes, and impact
* **Systematized Frameworks**: Design and manage uniform M&E frameworks applicable across all programs and portfolios

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#### **2. Data Collection, Analysis, and Reporting**

* **Data Systems**: Oversee the development or adoption of technology-driven solutions for data collection, analysis, and visualization
* **Quality Assurance**: Ensure high-quality data collection methods, including training enumerators, creating data validation systems, and overseeing field audits
* **Impact Analysis**: Lead rigorous data analysis to measure program effectiveness, track progress, and generate actionable insights
* **Donor Reporting**: Prepare and oversee comprehensive reports for donors, ensuring compliance with their M&E requirements

#### **3. Team Capacity Building and Management**

* **Team Leadership**: Build and lead a dedicated M&E team, including field-level enumerators and data analysts
* **Training**: Provide capacity-building initiatives for program staff to strengthen their understanding of M&E processes and its role in program improvement
* **Collaboration**: Work closely with program teams, finance teams, and external consultants to ensure seamless integration of M&E activities

#### **4. Research and Thought Leadership**

* **Knowledge Creation**: Lead or contribute to research studies, evaluations, and knowledge-sharing initiatives that position FWWB as a thought leader in women’s livelihoods and capacity building
* **Innovation**: Explore new tools, frameworks, and methodologies to improve M&E practices and foster innovation in data-driven decision-making

#### **5. Compliance and Governance**

* **Ethical Standards**: Ensure adherence to ethical standards and guidelines in data collection, usage, and reporting
* **Audit Preparedness**: Support FWWB’s readiness for donor or third-party audits related to program impact

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### **Qualifications and Skills**

#### **Education**

* Master’s degree in Development Studies, Statistics, Social Sciences, or a related field

#### **Experience**

* Proven track record (5+ years) of leading M&E functions in development organizations, with exposure to livelihoods, agriculture, gender, or related domains
* Demonstrated experience in designing and implementing M&E frameworks at an institutional level for a wide range of projects

#### **Technical Skills**

* Expertise in qualitative and quantitative evaluation methodologies
* Proficiency in data analysis tools (e.g., SPSS, Stata, R) and visualization software (e.g., Power BI, Tableau)
* Familiarity with GIS mapping, mobile data collection tools, and dashboard creation

#### **Behavioral Competencies**

* Leadership abilities with a collaborative approach to managing teams and cross-functional partnerships
* Exceptional communication and interpersonal skills to engage diverse stakeholders
* Strong analytical and critical-thinking skills