

Job Description:

Director of Monitoring, Evaluation, and Learning

Position Location: Remote within a LifeNet implementing country (Burundi, Uganda, DRC, Malawi, Kenya, Burkina Faso, or Ghana); candidate must be based in and have the legal right to work in the country where they reside

Reports to: Vice President of Programs

Directly Supervises: Regional MEL Manager (TBD), Regional MEL Manager (Uganda), Evidence and Data Quality Officer (TBD)

Date: August 2026

LifeNet International transforms healthcare across Africa to provide quality, sustainable healthcare and save lives. The healthcare needs in sub-Saharan Africa are great. Equally great are the talents and resources present in these communities. The LifeNet program is focused on equipping and empowering existing healthcare providers and institutions in the faith-based healthcare sector in Africa. LifeNet's intervention design takes an asset-based approach to development. Rather than build new clinics and bring in external healthcare providers, LifeNet builds and strengthens the capacity of local healthcare facilities, people, and resources, effectively empowering facilities to care for their communities with respect, confidence, and evidence-based knowledge.

At LifeNet, we value: Honoring God and others in all we do; Sustainable impact at scale; High-quality, compassionate healthcare; Evidence-based programming; Local church ownership and decision-making

LifeNet is strengthening its Monitoring, Evaluation, and Learning (MEL) function with an emphasis on data quality, rigorous evidence, and using data to drive better decisions. The Director of MEL will lead this effort, serving as the senior technical and strategic leader for all MEL activities across LifeNet's seven countries in sub-Saharan Africa.

This is a leadership role that requires both technical depth and the ability to translate complex data into clear insights for a variety of audiences, from frontline health workers to donors. The Director of MEL will manage a small, distributed team and will work closely with country directors, program staff, and headquarters leadership to build a culture of evidence and continuous learning throughout the organization.

LifeNet is a fast-paced, mission-driven environment. We are a small organization of approximately 115 staff operating across seven countries, which means our MEL Director must be practical, prioritize well, and build systems that are genuinely used. This role reports directly to the Vice President of Programs. This is a national staff position. LifeNet is not able to offer expatriate packages, relocation support, or work permit sponsorship. Candidates must already hold the legal right to work in one of LifeNet's operating countries.

Key Responsibilities

1. Strategic MEL Leadership

- Provide strategic leadership for the design, implementation, and management of LifeNet's MEL framework.

- In coordination with the senior program team, lead the ongoing development and refinement of LifeNet's MEL framework, Theory of Change, core indicators, and learning agenda, ensuring alignment with organizational strategy and donor requirements.
- Serve as the organizational champion for evidence-based programming and data-driven decision making at all levels of the organization.
- Provide MEL technical input for program design, donor reports, and grant proposals.
- Develop and oversee annual MEL work plans for the regional team.
- Represent LifeNet's MEL function to donors, partners, and external stakeholders, including academic and research institutions.

2. Data Quality and Integrity

- Design and implement an organizational data quality assurance (DQA) system aligned with international standards and appropriate for LifeNet's size and context.
- Oversee regular data quality audits across all country programs, identifying issues and working with country teams to resolve them.
- Develop and maintain data standards, protocols, and standard operating procedures for all MEL activities.
- Champion the consistent and correct use of Monitrac, LifeNet's internal MEL platform, ensuring data is timely, accurate, and complete across the network.
- Ensure that data quality is treated as a shared organizational responsibility, not only a MEL function.

3. Evidence Generation and Learning

- Lead the development and implementation of the LifeNet's evidence and learning agenda to support adaptive management, strategic decision-making, and continuous program improvement.
- Lead LifeNet's ongoing development of KPIs and program outcome metrics, ensuring they reflect both programmatic reality and donor commitments.
- Facilitate organizational learning processes, including pause-and-reflect sessions, learning reviews, and after-action reviews, to identify lessons and drive adaptation.
- Oversee organizational reporting on program outcomes and impact, including the development and maintenance of dashboards and data visualization products that make data accessible to leadership and non-technical audiences.
- Translate program data into actionable learning and practical recommendations for country teams and organizational leadership.
- Lead or coordinate research partnerships with academic institutions, ensuring research activities are relevant, ethical, and disseminated appropriately.
- Build systems for capturing and sharing lessons learned across the network.
- Foster a culture of evidence use and learning by strengthening the capacity of staff, partners, and leadership to interpret, communicate, and apply evidence for decision-making and performance improvement.

4. Team Leadership and Capacity Building

- Lead, mentor, and manage the regional MEL team, including two Regional M&E Managers and the Evidence and Data Quality Officer.
- Establish and model a clear operating principle for how the MEL function relates to country programs: Regional M&E Managers provide technical guidance, MEL standards, and capacity building in close coordination with Country Directors, who retain full authority over in-country staff. The MEL function exists to serve and strengthen country and international programs.
- Assess MEL technical capacity across country programs and develop targeted, practical capacity building plans for country-level MEL staff, developed in partnership with Country Directors.

- Foster a team culture that values accuracy, accountability, continuous learning, and servant leadership.
- Support country directors in championing data use and MEL accountability within their teams.

5. Systems and Technology

- Oversee the management and ongoing improvement of Monitrac and other MEL data systems, working with the technology team to ensure efficient, secure, and high-quality data collection, management, analysis, and reporting needs.
- Ensure that MEL data systems are user-friendly, well-documented, and consistently used across all countries.
- Collaborate with technology and program staff to develop or refine data collection tools, reporting templates, and visualization products.
- Lead the design, implementation, and continuous improvement of data systems, dashboards, and visualization tools that support real-time monitoring and evidence-based decision-making.
- Drive innovation in the use of digital technologies, automation, and analytics to improve program performance, data utilization, and operational efficiency.

Qualifications

Required:

- Commitment to and alignment with LifeNet's Christian identity, mission, and values.
- Master's degree in public health, epidemiology, statistics, international development, or a related field, or equivalent experience in lieu of advanced degree.
- Minimum of seven years of professional experience in MEL in an international development or global health context, including at least three years in a team leadership or management role.
- Demonstrated expertise in MEL frameworks, results-based management, and data quality assurance systems aligned with international standards.
- Experience working with data management platforms such as Monitrac, DHIS2, ONA, Salesforce, or similar tools.
- Strong quantitative and qualitative data analysis skills; proficiency in Excel or Google Sheets is required; experience with statistical analysis software (such as R, STATA, or Python) or data visualization tools (such as Power BI or Tableau) is an advantage.
- Proven ability to communicate complex data to non-technical audiences through clear writing, presentations, and data visualizations.
- Experience managing remote and multi-country teams in resource-limited settings.
- Strong written and verbal communication skills in English. Ability to work effectively with distributed teams across multiple time zones and cultural contexts.
- Willingness and ability to travel across Africa and other international destinations as needed.

Preferred:

- Fluency or strong working proficiency in French.
- Familiarity with US government funding, global health donors, or comparable reporting frameworks.
- Experience designing or leading mixed-methods research studies.

Compensation and Benefits

- Competitive salary commensurate with experience and local market.
- Health insurance.
- Supportive, mission-driven team culture.