

Verité is a growing, award-winning non-profit organization that illuminates and addresses serious human rights and labor rights violations in factories, farms, and other workplaces around the world. We serve private- and public-sector clients by building their understanding of labor rights problems in global supply chains and developing their abilities to solve those problems.

**Position** Monitoring, Evaluation & Data Innovation Officer

**Job class** Manager

**Location** Verité is located in Amherst, Massachusetts, USA. Remote applicants are welcome, but preference will be given to applicants based in a time zone within two hours of Eastern time.

**Role**

The Monitoring, Evaluation & Data Innovation (MEDI) Officer will lead the implementation of data collection and evaluation systems across Verité that allow the organization to make data-driven decisions about programs and implementation to increase effectiveness and impact.

The MEDI Officer will provide technical expertise for Verité’s planning, implementation, and reporting of monitoring and evaluation strategies at both the project and the organization-wide level. They will design and build new systems to capture data about Verité’s work, create platforms and visualizations that present that data accessibly to program and senior staff, and identify continual improvements through data analysis to advance Verité’s goals and mission.

**Tasks and specific responsibilities**

- Work with Project Directors and other staff to develop appropriate M&E strategies for grant-funded projects (with an emphasis on federal grants), and drive their implementation throughout project lifecycles, including selecting indicators, developing data-gathering tools, and reporting.
- Work with Verité staff worldwide to support M&E plan implementation, advise on data-gathering strategies, and ensure quality of incoming data and information generated.
- Identify and leverage existing data sources, and create new ones as needed, to extract meaningful information that can improve the effectiveness of Verité’s interventions.
- Create data visualizations to capture complex data relationships and data-driven insights in a way that is accessible for program staff to understand.
- Apply innovative technologies and techniques to glean insights from Verité’s available data, and recommend new areas and techniques for data collection.
- Keep monitoring information up to date in tracking systems in accordance with relevant standards.
- Clean, analyze, and disaggregate data as necessary and supervise such work.
- Track indicators and progress toward overall project outcomes and impact, and make recommendations for modifications to targets and indicators as necessary.
- Periodically review data to make recommendations for programmatic improvements.
- Participate in meetings with funders and clients and serve as liaison for external project evaluations.
- Advise private-sector clients on M&E and support development of M&E strategies to track the impact of their interventions.
- Advise Verité staff on best practices for data analysis, data management, and impact evaluation through trainings and ad hoc technical support.
- Collaborate with project leaders and senior management to ensure that promising practices are identified, documented, disseminated, and used to improve program quality across the organization.
- Develop indicators to track the impact of Verité’s work across organizational strategic priorities, in consultation with senior management.
- Contribute lessons learned, best practices, project data, evaluations, and other information to Verité’s

	communication materials, including progress reports, success stories, and case studies.
	Other duties as assigned.
<b>Required qualifications for this position</b>	
	Bachelor's degree in statistics, public policy, international development, economics, or related field.
	Minimum of three years of professional experience in M&E positions in international development or a similar context.
	Proven success designing, implementing, and operating M&E systems from initiation to closeout stages.
	Experience conducting or managing impact or outcome evaluations.
	Ability to manage and analyze quantitative and qualitative datasets, disaggregate data, identify trends, and summarize programmatic implications persuasively in written and verbal form.
	Advanced Excel skills, plus familiarity with software for data management, analysis, and visualization (SQL, Quickbase, Airtable, Power BI, Tableau, R Studio, or similar).
	Excellent organizational skills.
	Meticulous attention to detail.
	Experience working in cross-cultural contexts, ideally living or working internationally.
	Self-driven and able to work both independently and as part of a team in a fast-paced environment.
	Ability to travel internationally (10 - 20 percent of time), including in developing country contexts.
	Legal authority to work in the U.S. indefinitely.
<b>Desired qualifications for this position</b>	
	Master's degree plus an advanced certificate in M&E, statistics, or economics.
	Specific experience with evaluation approaches relevant to capacity-building projects.
	Five years of increasing responsibility in M&E positions in international development or a similar context.
	Bilingual fluency in Spanish and/or French.
	Experience in strategic planning and performance measurement, including performance indicator development, target setting, data collection, tool development, reporting, and performance monitoring plans.
<b>Qualifications for all Verité positions</b>	
	Strong personal commitment to Verité's mission or related social justice objectives in human rights, labor issues, international law, or corporate social responsibility.
	Professional competency and/or personal experience thinking and working effectively across boundaries.*
	Sensitivity and competency engaging with diverse marginalized populations impacted by Verité's mission.
	Fluent, clear, and concise writing in English.
	Personal reliability and commitment to organizational success.
<b>Salary</b>	\$60,000 - \$80,000 commensurate with qualifications and experience.
<b>To apply</b>	Please submit a resume <b>and a brief cover letter</b> through the Verité application portal at <a href="http://www.verite.org/careers">www.verite.org/careers</a> . No telephone or email inquiries will be accepted for this position.

\*These include, but are not limited to: gender, race, religion, age, disability, gender identity, sexual orientation, marital status, pregnancy status, nationality, class, political opinion, union affiliation, or social or ethnic origin.

Verité is committed to a diverse work force and is an Equal Opportunity Employer that does not discriminate against any employee or applicant for employment because of race, color, sex, age, national origin, religion, sexual orientation, gender identity and/or expressions, status as a veteran, and basis of disability or any other federal, state, or local protected class. Verité's daily work to achieve our vision of a world where people work under safe, fair, and legal conditions is inherently linked to topics of diversity, equity, and inclusion. Recognizing that the labor market and institutions have long marginalized people of color, trans and LGB people, women, and people from working class background, we therefore feel the need to be particularly proactive in encouraging candidates who identify as such to apply.