

VERITÉ

Fair Labor. Worldwide.

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.

Title Monitoring and Evaluation Officer – Mexico

Location Mexico

Role Verité is seeking a Mexico-based Monitoring and Evaluation (M&E) Officer for a four-year US Department of Labor (USDOL)-funded project to increase locally led actions to collectively address child labor and forced labor in targeted municipalities in Mexico. The M&E Officer will lead the development and oversee the implementation of all program M&E activities, including the USDOL Comprehensive Monitoring and Evaluation Planning (CMEP) Process.

The position is contingent upon receipt of donor funding and anticipated to begin in Q1 of 2024. The position will require occasional travel to the US and to project’s geographical areas of intervention within Mexico. Mexican nationals are particularly encouraged to apply.

Responsibilities

Lead all aspects of project M&E activities, including development and revision of USDOL CMEP documents and related project tools and workplans.

Serve as the primary liaison to USDOL for M&E-related reporting and mid-term and final evaluations.

Select, train, and oversee M&E field officers and external consultants as needed.

Design and manage beneficiary monitoring and project performance database systems.

Perform data analysis and disaggregation as needed.

Manage ongoing monitoring of project indicators and tracking of progress toward project performance targets.

Ensure overall quality and timeliness of all program M&E deliverables.

Carry out other related duties as required.

Required qualifications

Minimum five years of experience in a senior M&E position responsible for implementing M&E activities for international human rights, labor rights, or development projects.

Bachelor’s or master’s degree in statistics, demographics, public policy, international development, economics, or related field.

Proven success in designing, implementing, and operating full-cycle M&E systems from project initiation to closeout stages.

Experience designing and managing beneficiary monitoring and database systems.

Experience in strategic planning and performance measurement, including indicator selection, target setting, reporting, and database management.

Knowledge of the major evaluation methodologies (e.g., qualitative, quantitative, mixed method, and impact) and data collection and analysis methodologies.

Experience developing and refining data collection tools and overseeing data quality assessments.

	Ability to facilitate and serve as project liaison for externally managed evaluations.
	Ability to maintain working relationships with all project stakeholders, including Verité staff and public, private, and civil society partners.
	Exceptional multi-tasking and prioritization skills, coupled with strong creative problem-solving skills.
	Native-level fluency in Spanish and professional-level fluency in oral and written English.
	Must reside in Mexico.
Preferred qualifications	
	Advanced certificate in M&E, statistics, or economics.
	Familiarity with the Mexican agricultural sector.
	Previous experience with U.S. government-funded projects (USDOL, USAID, US Department of State, etc.)
Qualifications for all Verité positions	
	Demonstrates strong personal commitment to Verité's mission or related social justice objectives in human rights, labor issues, international law, or corporate social responsibility.
	Demonstrates professional competency and/or personal experience thinking and working effectively across boundaries. *
	Demonstrates sensitivity and competency engaging with the diverse marginalized populations impacted by Verité's mission around the world.
	Personal reliability and commitment to organizational success.
	Maintains confidentiality in communications as appropriate.
Salary	\$65,000.00 - \$75,000.00 USD annually commensurate with qualifications and experience.
To apply	Please submit a resume and a brief cover letter through the Verité application portal at www.verite.org/careers . 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, LGBTQ+ 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.