

## Job Title: MERL Manager

## Place of Work: Kifiya HQ

**Department:** Market Solutions Practice

**Reports To:** Program Director

**About Kifiya:** Kifiya Financial Technology is an Ethiopian group technology company established in 2012. Driven by a vision of creating equitable access to financial services and markets, Kifiya creates digital platforms that make transactions simple, secure, affordable, and accessible. Kifiya works in four market segments in the FinTech, AgTech, eCommerce, and Mobility space and a Market Solutions Practice dedicated to designing, implementing, and monitoring social impact initiatives that leverages our platforms.

## Summary:

We are seeking a dedicated and experienced Monitoring, Evaluation, Reporting and Learning (MERL) Manager to join our team. Reporting directly to the Program Director, the MERL Manager will play a pivotal role in designing, implementing, and managing the Kifiya's MERL approach. This role is responsible to

### **Essential Duties and Responsibilities:**

## MERL Framework Development

Develop and maintain a comprehensive MERL framework for measurement and impact across all our work using a digital first approach

## Data Collection and Analysis

Lead data collection efforts and analyze data to assess program impact, effectiveness, and adherence to performance targets.

## Evaluation and Impact Assessment

Plan and execute evaluations and impact assessments to measure the contributions to impact e.g. financial access and inclusion. Utilize findings from evaluations to adapt and refine implementation strategies and approaches.

## Learning and Knowledge Sharing

Promote a culture of learning within the program, fostering reflection, evaluation, and adaptation.

Facilitate the sharing of insights and lessons learned across teams to improve performance.

## Capacity Building

Enhance the capacity of program staff in monitoring, evaluation, learning, and reporting activities. Deliver training and guidance on data collection, analysis, and reporting as needed.

## Quality Assurance

Implement quality control mechanisms to ensure data accuracy, reliability, and consistency in reporting.

Continuously enhance MERL processes in line with best practices and using a digital first approach.

## Stakeholder Engagement

Collaborate with external partners, donors, and stakeholders to collect pertinent data and insights.

Participate in discussions and meetings to promote transparency, accountability, and knowledge sharing.

### Job Requirements:

#### Education and

#### Experience

- Bachelor's or master's degree in Monitoring and Evaluation, Statistics, Social Sciences, or a related field
- 7-10+ years of experience in MERL, with a focus on using digital tools for measurement and impact

### Competency/Prerequisites:

- Proficiency in data collection tools, statistical analysis software and data visualization tools.
- Strong understanding of MERL best practices, data collection methodologies and evaluation techniques.
- Excellent communication and reporting skills, with the ability to present complex data in an understandable manner.
- Exception project management skills, including the ability to manage multiple tasks, meet deadlines and coordinate with various teams.
- Knowledge of financial inclusion and access to markets
- Strong interpersonal skills for effective collaboration with cross-functional teams.
- Independent, proactive, and problem-solving mindset to work both as a team member and leader.

### Additional Information:

- The role is based in Addis Ababa, Ethiopia. Work permits will be processed and benefits such as accommodation, health insurance and flights to home country are included.

As we continue to grow, we are actively seeking proactive, highly motivated, and innovative individuals who share our passion and commitment to join our team.

