Monitoring and Evaluation Officer

Reports to: Senior Data Lead  
Location: Zanzibar  
Start Date: Immediate  
Duration: Permanent position

Who we are

D-tree International is on a mission to radically improve health by strengthening health systems through innovations in digital technology. D-tree works through partnerships with Ministries of Health and NGOs to bring human-centered design approaches to collaborations in which we support partners to understand local health system challenges and opportunities, and integrate technology into these systems to improve the accessibility, quality and accountability of healthcare delivery, ultimately leading to high-performing health systems that improve health and wellbeing for all. A key aspect of our work is our end-to-end partnership, in which we also support partners to use systems thinking to roll out, implement and monitor programs and facilitate a culture of data use among multiple stakeholders.

D-tree has received funding from USAID, the Gates Foundation, Rockefeller Foundation, Foundation Botnar, Human Development Innovation Fund, Packard Foundation, UN Foundation and more than 20 international NGOs. As a pioneer in the field of digital health, D-tree has supported more than 8,000 health workers serving over 5 million families in 16 countries throughout sub-Saharan Africa and Asia. Evaluations have demonstrated improved health impact through D-tree’s digital programs, including 27% reduction in maternal mortality, 50% increase in facility delivery rates, four-fold increase in postpartum follow-up, 70% increase in contraceptive prevalence rates and 15-fold improvements in health worker performance.

What you will do

The Monitoring and Evaluation Officer will work closely with D-tree’s Program team, Tech team, and Senior Data Lead in Zanzibar, to support Zanzibar’s national digital community health program ‘Jamii ni Afya’ (‘Community is Health’). The Monitoring and Evaluation Officer will also work closely with staff from the Zanzibar Ministry of Health (MOH), particularly the respective point persons from the Health Promotion Unit (HPU), Health Management Information Systems (HMIS), and district representatives.

Program Monitoring and Evaluation

- Support the development, implementation, and monitoring of integrated program plans and systems for gathering, reporting, and analysing performance data for all programs in D-tree’s Zanzibar portfolio
- Support the development and implementation of monitoring and evaluation systems and activities, including data quality assessments and routine program performance reviews
- Be responsible for gathering, documenting, and analysing program data and information, and presenting results to stakeholders to guide learning and programmatic decision-making
- Implement regular quality improvement and program learning activities (both internal and external) to collectively discuss results and provide insights into how to improve the program
- Contribute to the design and implementation of program assessments, surveys, research studies, and evaluations
- Work with the Tech team to ensure that the necessary data is being collected to enable effective program monitoring and the completion of research activities
- Participate in the production of all reports including quarterly and annual donor reports, and technical reports and presentations, including validation of program indicators
• Document successes and challenges faced by the program
• Travel as appropriate to program sites to assist with Monitoring and Evaluation activities such as trainings, data collection, data validation, dissemination, and collecting stakeholder feedback.

**Stakeholder engagement, training, and support**

• Support D-tree colleagues to use data for programmatic decision-making, by providing them with the necessary data and developing their capacity to interpret that data
• Support community health stakeholders and other units of the MOH to access, interpret, and utilise community health data
• Maintain relationships with MOH staff and district health management teams that are responsible for program monitoring, and support them in developing presentations as needed
• Lead trainings for MOH staff on Monitoring and Evaluation systems and activities
• Contribute to the design and delivery of trainings on data usage
• Participate in technical working group meetings with MOH, and other implementing partners, that are related to Monitoring and Evaluation.

**Qualifications**

**Required qualifications**

• Bachelor’s degree in public health, epidemiology, health informatics, statistics, or related field
• At least 2 years’ experience in implementing Monitoring and Evaluation activities for public health or similar programs
• Experience coordinating and implementing Monitoring and Evaluation activities including collecting, cleaning, and validating data
• Experience writing reports, including the presentation of quantitative results and writing narratives about project performance
• Experience using mobile data collection tools
• Good understanding of global health indicators
• Experience supporting non-technical stakeholders to interpret and use data
• Strong data analysis skills, including proficiency in at least one analysis software
• Strong IT skills, including proficiency in Microsoft Word, Microsoft Excel, and Powerpoint
• Good time management, with the ability to manage multiple activities and priorities simultaneously
• Good interpersonal and communication skills
• Proficient spoken and written English
• Ability and willingness to travel nationally as necessary

**Preferred qualifications**

• A graduate degree in a relevant subject
• Experience conducting human subjects’ research

**D-tree Values:**

• We go above and beyond because people’s health and lives are at stake
• We respectfully challenge the status quo as we are always in search of a better way
• We think big because we have faith in our ability to succeed
• We keep the people we work for and with at the center of everything we do
• We value balance between work and life
• We are excellent stewards of time, resources and money
• We continuously learn and adapt to become the best version of ourselves
• We believe that our strength lies in our diversity and how we perform as a team
Salary Range:

26,000,000TZS to 35,333,400TZS gross annual salary inclusive of all cash compensation

Note: Starting salaries typically fall in the lower half of the salary range; however, they are ultimately determined by the scope of the position, the candidate's relevant experience, and internal equity.

Application information

To apply for this role please follow the instructions below. Applications which do not meet these requirements will not be considered. This position is open to Tanzanian nationals only.

To apply for this position, please fill in the form here: D-tree Monitoring and Evaluation Officer Application (google.com)

You will need to include:
1. Cover letter, clearly and concisely explaining how you meet the required skills and experience specified above
2. Your current Curriculum Vitae (CV) or resume, showing your work history and achievements

Deadline for applications: January 21, 2022