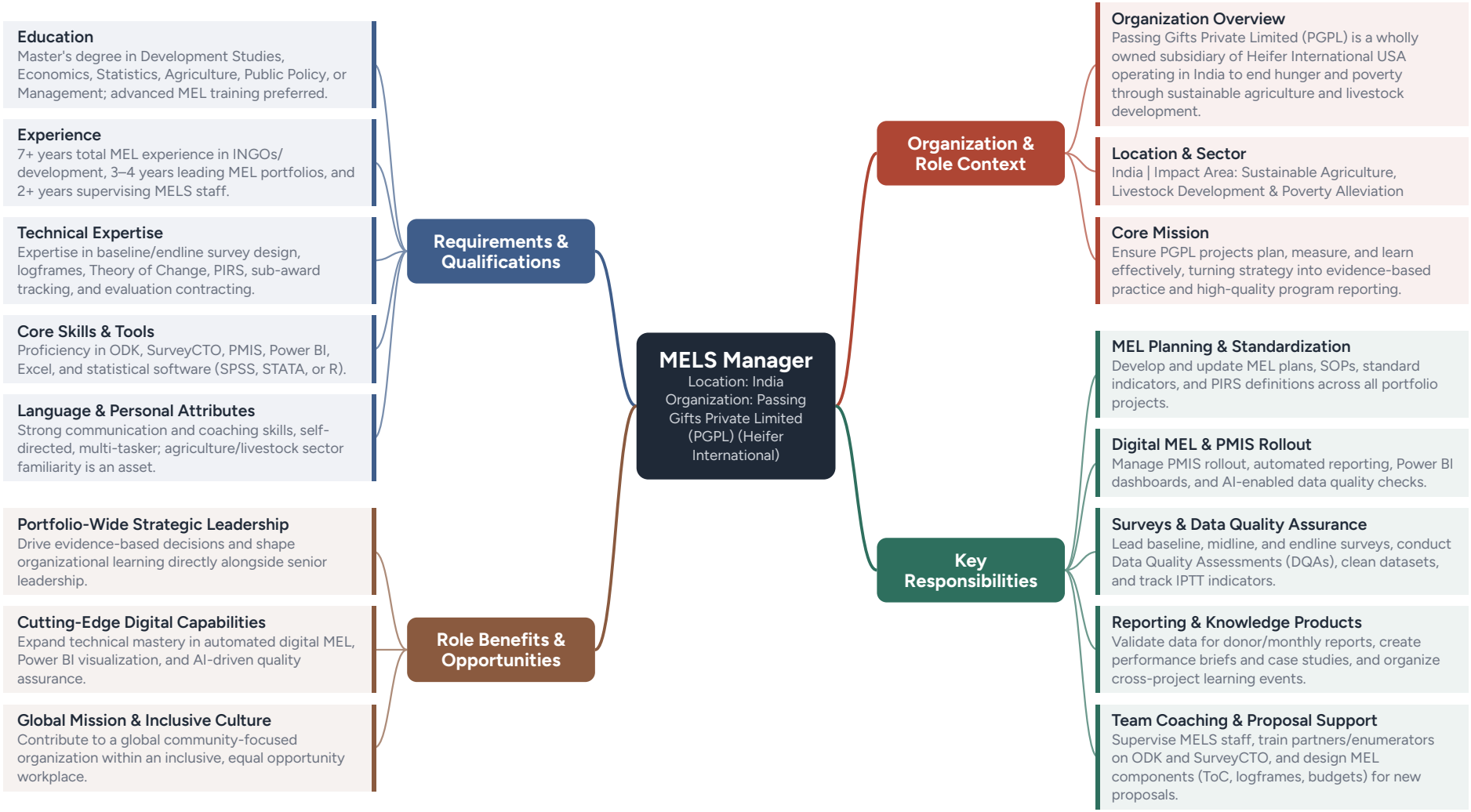
Heifer International

Manager - Monitoring, Evaluation, Learning, & System(s) in Noida | Heifer International

Noida, Uttar Pradesh · full-time · senior level · Competitive

Application Assist →

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Skills this role needs

MEL Planning and Logframes	SurveyCTO / ODK	Power BI Dashboards	Statistical Analysis in SPSS / STATA / R	Team Supervision

Job description

Heifer International

Heifer International works with small-scale farming and livestock-keeping families to end hunger and poverty and to care for the earth. In India, its work is run through Passing Gifts Private Limited (PGPL), a wholly owned subsidiary of Heifer International USA. PGPL offers training, advice, consulting and technical support to people and groups working on social progress and sustainable development. It is an equal opportunity employer and welcomes applicants of every background, gender identity, sexual orientation, age and ability.

Role

The MELS Manager makes sure every PGPL project plans, measures and learns from its work well. You will report to the Associate Director – MELS & Program Quality and guide the MELS Officer or Senior MELS Officer. You will turn strategy into steady practice in the field. You will lead evaluations, keep data accurate, produce clear reports and help project teams and partners use evidence to make decisions.

Responsibilities

- Lead the creation and regular update of MEL plans for all projects, in line with the organisation's programme model and Heifer's MELS standards.
- Standardise MEL tools, SOPs, quality checks and reporting templates across projects, including standard indicators and PIRS definitions.
- Manage the rollout and use of the Project Management Information System (PMIS).
- Drive digital MEL work such as automation, Power BI dashboards and AI-enabled data quality checks.
- Lead baseline, midline and endline surveys, outcome monitoring and special studies, including writing ToRs and supervising external evaluators.
- Review and clean datasets, run routine Data Quality Assessments with partners and field teams, and track log-frame and IPTT indicators in real time.
- Consolidate, validate and analyse programme data for monthly, quarterly and donor reports.
- Develop dashboards, performance briefs, presentations, case studies and learning products for leadership and stakeholders.
- Organise learning events and knowledge exchange sessions across projects.
- Supervise and mentor the MELS Officer or Senior MELS Officer and train programme staff, partner NGOs and enumerators on SurveyCTO, ODK, dashboards and evaluation methods.
- Support new proposals with MEL budgets, theory of change, log frames, PIRS and evaluation frameworks, and contribute to donor reports on outputs, outcomes and impact.
- Track sub-award performance, both physical and financial, and give MEL guidance to sub-awardees.

Requirements

- Master's degree in development studies, economics, statistics, agriculture, public policy, management or a related field.
- Advanced training in MEL, research methods or data analytics is preferred.
- At least 7 years of growing experience in monitoring, evaluation, learning and systems in INGOs or the development sector.
- 3 to 4 years leading MEL at project or portfolio level, including evaluation design, sampling, data management and analysis.
- At least 2 years managing and supervising a team, ideally MELS staff.
- Hands-on experience managing or quality-checking baselines, midlines, endlines and outcome monitoring.
- Strong skills in digital MEL systems such as ODK, SurveyCTO, PMIS and data visualisation tools.

- Proficiency in at least one statistical tool such as SPSS, STATA or R, plus advanced Excel and Power BI.
- Good grasp of MEL planning, logframes and results frameworks, IPTT and data quality standards, with both quantitative and qualitative methods.
- Experience building MEL sections of proposals, including log frames, ToC, indicators, PIRS, MEL budgets and evaluation costing.
- Experience working with external evaluators and research agencies and managing evaluation contracts.
- Clear communication, facilitation and presentation skills, with the ability to coach and build up a team.
- Ability to work on your own, handle several priorities and meet deadlines with careful attention to data quality.
- Familiarity with agriculture or livestock development programmes is an advantage.

Benefits

- Lead MEL across a full portfolio of projects and shape how the organisation learns from its work.
- Work closely with senior leadership and help build a culture of evidence-based decisions.
- Build skills in digital MEL, including dashboards, automation and AI-enabled quality checks.
- Join a global organisation that works with farming and livestock-keeping communities.
- Inclusive, equal opportunity workplace.

Apply

Check your fit for the role and receive the apply link in your mailbox

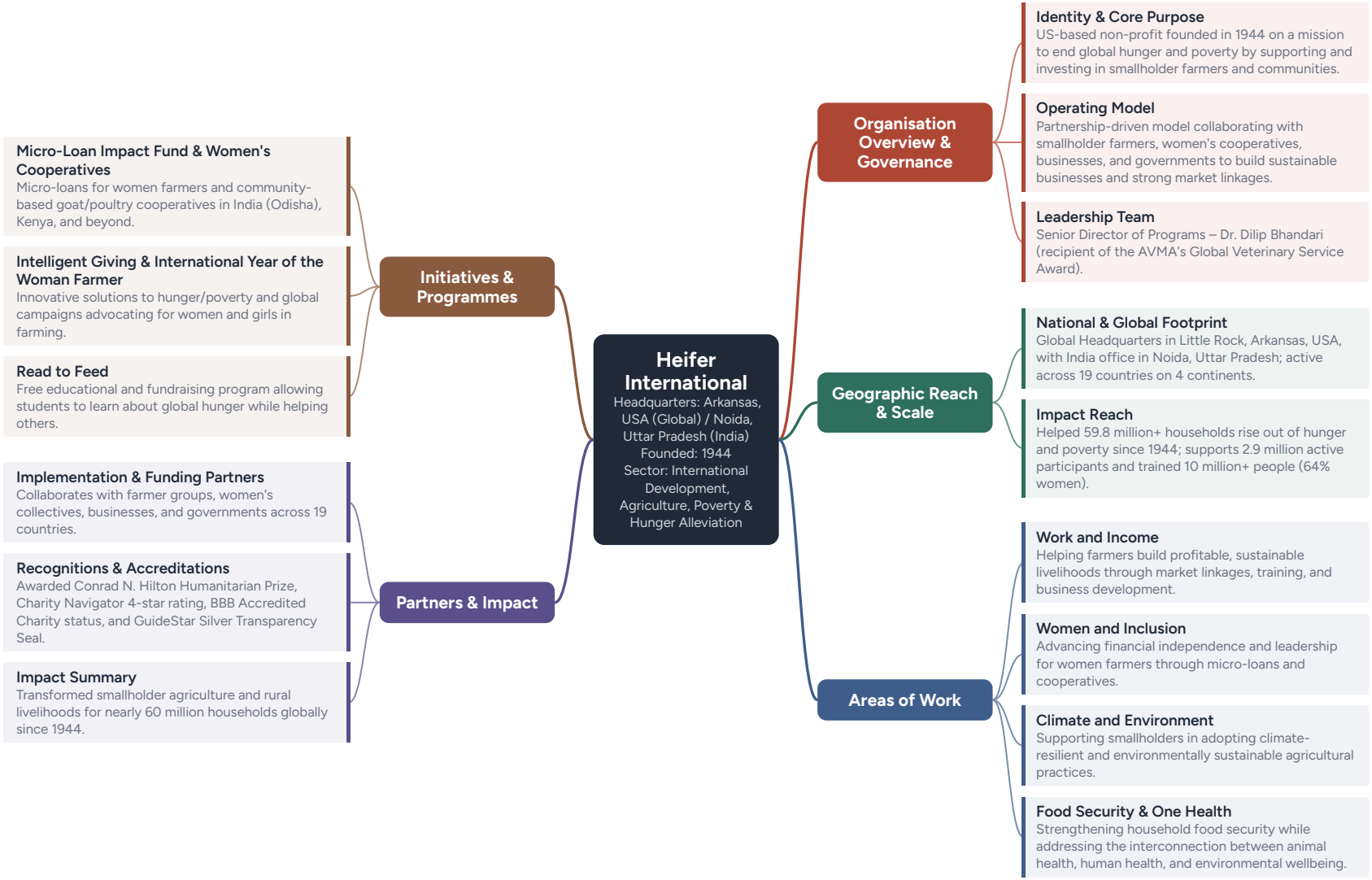
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About the organisation

Heifer International

Sustainable Agriculture & Rural Livelihoods

heifer.org ↗
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About Heifer International

Heifer International is a US-based non-profit founded in 1944, on a mission to end global hunger and poverty by supporting and investing in farmers and their communities. Heifer partners with smallholder farmers — especially women farmers to improve their families' food security and increase their incomes, offering tools, training, and resources that help farmers work together to build profitable, sustainable businesses with strong market linkages.

Youtube Video

The organisation is partnership-driven in every country where it works, collaborating with farmer groups, businesses, and governments to scale impact and strengthen local ownership, including active programs in India, particularly with women farmers in states like Odisha.

> *Headquarters: Arkansas, USA (Global Headquarters); Heifer India office in Noida, Uttar Pradesh, India*

Major Areas of Work

- Work and Income: Helping farmers build profitable, sustainable livelihoods through market linkages, training, and business development.
- Women and Inclusion: Advancing financial independence and leadership for women farmers, who are disproportionately affected by hunger and poverty.
- Climate and Environment: Supporting farmers in adopting climate-resilient and environmentally sustainable agricultural practices.
- Food Security: Strengthening household and community-level food security through sustainable farming interventions.
- One Health: Addressing the interconnection between animal health, human health, and environmental wellbeing.

Major Initiatives & Programmes

- Micro-Loan Impact Fund: Provides micro-loans to help women farmers gain financial independence and build credit.
- Intelligent Giving: A model creating innovative solutions to the world's biggest hunger and poverty challenges.
- International Year of the Woman Farmer: A dedicated global campaign addressing the disproportionate impact of hunger and poverty on women and girls.
- Read to Feed: A free educational and fundraising program allowing students to learn about global hunger while helping others.
- Women's Cooperatives: Community-based cooperative models, including goat and poultry cooperatives, helping women farmers in India, Kenya, and beyond strengthen markets together.

Impact

Since 1944, Heifer International has helped more than 59.8 million households rise out of hunger and poverty. The organisation works across 19 countries on four continents, currently supporting 2.9 million active participants in its programs, and has trained more than 10 million people since 2012, 64% of whom are women. Heifer has been recognised with the Conrad N. Hilton Humanitarian Prize, a Charity Navigator four-star rating, BBB Accredited Charity status, and GuideStar Silver Transparency Seal.

Leadership

Senior Director of Programs – Dr. Dilip Bhandari (recipient of the AVMA's Global Veterinary Service Award)

Heifer International is an excellent fit for professionals passionate about global food security, sustainable agriculture, women's economic empowerment, and international development who want to contribute to ending hunger and poverty at scale.

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