

MILLAR CAMERON

DIRECTOR OF MEASUREMENT,  
EVALUATION & LEARNING  
*SEED GLOBAL HEALTH*

PEOPLE . PASSION . PERSISTENCE



## ABOUT *SEED GLOBAL HEALTH*

Seed Global Health (Seed) envisions a world in which every country is strengthened by a robust health workforce to best meet the health needs of its population. Seed's mission is to educate a rising generation of health professionals to strengthen access to quality care with a goal of saving lives and improving health. They are unique in its approach by focusing on the education and training of doctors, nurses, and midwives. By training health care professionals and health educators, they seek to empower current and

future generations of health providers so that good health is not the privilege of a few, but the right of all.

Seed focuses on strengthening the education, practice, and policy of the local professional health workforce in Africa. Their core strategy and primary entry point centers on placing skilled and qualified educators at partner institutions for a minimum of one academic year. Seed also supports educators and partner institutions through a diverse and

complementary package of services aimed at advancing health professional education in the classroom and clinical setting. By investing in long-term partnerships for improved health professional education, they help to create a stronger, more sustainable health workforce that is both locally led and better able to meet local health needs.

For more information, please visit [Home - Seed Global Health : Seed Global Health](#)



A photograph of a woman with a red headwrap and a pink top, looking down at a baby who is wearing a pink outfit and a white headband. The background is a textured, light-colored wall. The image is framed by a red border on the left and top, and a white border on the right and bottom.

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## MAIN RESPONSIBILITIES:

The Director of Measurement, Evaluation & Learning leads Seed's measurement, evaluation, and research work across the organization. At Seed, they believe that creating change is only possible with rigorous evidence. The insights generated from the MEL Director's work positions Seed and its partners to deliver tangible patient-level impact.

The Director of MEL should have a demonstrated record of collaborative leadership, and experience creating and executing MEL systems. This full-time position reports to Seed's Chief Operating Officer and works closely with all offices globally.

**TITLE:**  
**DIRECTOR OF MEASUREMENT,  
EVALUATION & LEARNING**

**REPORTING TO:**  
**CHIEF OPERATING OFFICER**

**LOCATION:**  
**ANY OF THE SEED OFFICES IN:**  
**BOSTON, USA**  
**LILONGWE, MALAWI**  
**LUSAKA, ZAMBIA**  
**KAMPALA, UGANDA**  
**FREETOWN, SIERRA LEONE**

## DIMENSIONS OF THE ROLE:

### *Measurement, Evaluation & Learning (MEL) Systems & Practice*

- Establish strategy and vision for measurement, knowledge & learning work both organizationally and across the full portfolio of Seed's programming
- Develop and execute systems and indicators to track progress towards organizational reference points
- Develop and execute measurement and learning systems for organization-wide programming/initiatives
- Oversee design of measurement strategy across Seed's partnerships and provide technical input into the design and refinement of partnership measurement frameworks
- Collaborate with country teams and partners to design and implement core partnership measurement activities including baselines, evaluations, needs assessments, case studies or similar activities as appropriate
- Ensure measurement systems produce information that is rigorous, timely, and relevant and that contributes towards an understanding of Seed's global impact
- Ensure Seed's MEL practice meets or exceeds international good practices and ethical standards in support of program quality

- Contribute to donor reporting and grant writing
- Partner with Development and Communications leads to translate MEL results and findings to donor-friendly, accessible materials
- Create organization-wide repositories and dashboards for sharing high-level impact metrics for internal use
- Stay abreast of trends in the field and model a practice of continuous improvement

### *MEL Team & Budget Management*

- Build, oversee, and direct the work of Seed's Measurement, Knowledge, and learning team, ensuring Seed has the necessary capacity to meet the needs of its growing portfolio
- Support the Measurement, Knowledge, and learning team with management, performance planning, and mentoring, ensuring that the team is able to excel and work towards their professional development goals
- Create and manage the organization's Measurement, Knowledge & Learning work plan, and budget, responsibly stewarding donor funds

# HOW TO APPLY

*To apply for this role, please ensure that you have the following education, experience and skills:*

- Master's degree in a related area (Social or behavioral sciences, public health, health services research, population health, or similar field)
- At least 10-12 years of experience in global health program evaluation and an appreciation of the challenges inherent in evaluation methods carried out in real-world global settings
- At least 6 years of experience in a MEL-focused role within international development programming in low-resource settings
- Demonstrated experience in both qualitative and quantitative evaluation methodologies and a track record of grant funding and publication
- Flexibility and demonstrated ability to think creatively about measuring program effectiveness and impact
- Strong data management and data analysis skills, including proficiency in SPSS, R, and/or STATA
- Successful history of technical team management
- Excellent leadership skills
- Excellent writing skills and ability to deliver polished, professional outputs of outstanding quality
- Passion and commitment to Seed's mission
- Strong sense of accountability, personal initiative, and responsibility
- Excellent interpersonal skills, including flexibility and a sense of humor
- Demonstrated cross-cultural sensitivity and ability to build respectful relationships with colleagues from different cultural, linguistic, and educational backgrounds
- Ability to work collaboratively in a fast-paced and young organization work environment

*Please send your CV and contact details to Rose Mwende or Silvia Tikani who will contact you to discuss your application in more detail.*



*Contact: Rose Mwende*

Email: [rose.mwende@millarcameron.com](mailto:rose.mwende@millarcameron.com)



*Contact: Silvia Tikani*

Email: [silvia.tikani@millarcameron.com](mailto:silvia.tikani@millarcameron.com)





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## WORKING CONDITIONS:

- Any of the seed offices globally
- Will be based in an office environment
- Will be required to sit/stand for up to eight hours or more per day
- Up to 30% - 50% travel may be required domestically and/or internationally

## COMPENSATION:

Seed offers a competitive base salary commensurate with experience and location, as well as health/dental/eye insurance, retirement, and vacation benefits. Seed Global Health is an equal opportunity employer that prohibits discrimination and harassment of any type, including without limitation on the basis of race, colour, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristics protected by federal, state, and local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, transfer, leaves of absence, compensation, and training.



WHO ARE MILLAR CAMERON

# FINDING THE PEOPLE WHO MAKE THE DIFFERENCE

## A SEAMLESS JOURNEY

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*Founded in 2007, Millar Cameron is an executive and professional search consultancy that focuses on Africa and other emerging markets.*

*Our goal is to provide client-centric, tailored executive search, recruitment and strategic advisory. Our international reach paired with local market knowledge enables us to provide our clients outstanding leaders who deliver consistent results, irrespective of geography.*

*We employ a rigorous research driven search process to identify the best fit for our clients, taking into account both hard and soft skill sets.*

*Our extensive experience yields a robust approach to market intelligence and a longstanding network of global relationships.*





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*OXFORD*

*LONDON*

*NAIROBI*