



**MERL (MONITORING, EVALUATION,
RESEARCH AND LEARNING) SPECIALISTS
MASTERCARD FOUNDATION AFRICA
GROWTH FUND (THE “FUND”),
MEDA (MENNONITE ECONOMIC
DEVELOPMENT ASSOCIATES)**

ABOUT MEDA

MEDA (Mennonite Economic Development Associates) is an international economic development organization that creates business solutions to poverty. MEDA work in agri-food market systems, focusing primarily on women and youth in rural communities in the Global South for decent job creation.

MEDA recently celebrated 70 remarkable years of investing in entrepreneurs; harnessing the power of business to create sustainable and lasting solutions to poverty for entrepreneurs around the globe.

MEDA has an ambitious goal to create or sustain decent work for 500,000 people in emerging economies by 2030. To achieve this, MEDA is shifting its focus beyond project specific efforts to establish lasting alliances that bring about systemic change.

MEDA is committed to cultivating long-term partnerships at the national, regional, and systemic levels in the areas where they operate.

MEDA's work is guided by 3 principles:

- **Agri-food Market Systems:** MEDA directs its efforts toward specific agri-food market systems in the Global South. The approach involves addressing social norms, power dynamics, and systemic inequalities by collaborating with stakeholders to develop culturally appropriate strategies, aiming to expand choices and opportunities within these systems.
- **North-South Equilibrium:** MEDA is committed to decolonization which will lead to localization, intentionally transferring power from

the Global North to the Global South through the design and delivery of initiatives and evolving into a relevant role as an iNGO that allows for the growth of organizations in the global south, increased coordination, and reduced fragmentation in the approach of how it works.

- **Partnerships for Systems-Level Impact:** MEDA actively seeks and creates opportunities aligned with long-term strategic goals. This involves pursuing transformational and sustainable solutions through collaborative projects. Employing a multi-sector approach, the organization aims to generate sustainable and resilient results.

ABOUT ***MASTERCARD FOUNDATION AFRICA GROWTH FUND***

The Mastercard Foundation Africa Growth Fund is a bold initiative - a USD\$200 million Fund of Funds—that works through African investment funds to support early-stage, growth-oriented small and medium-sized enterprises (SMEs) on the continent.

The Fund is a collaborative initiative led by the Mastercard Foundation and a consortium of partners spearheaded by MEDA. MEDA serves as the lead implementer and holds the role of The Fund manager, playing a central role in steering the strategic direction and operational aspects of The Fund. Partnering with Investisseurs & Partenaires (I&P), ESPartners (ESP), Genesis Analytics, Criterion Institute, and Africa Communications Media Group (ACG).

With a sharp focus on catalyzing economic transformation, the Mastercard Foundation Africa Growth Fund aims to foster dignified and fulfilling work, particularly for young women. By investing in and fortifying African investment funds, the initiative not only supports SMEs but also promotes gender equity in entrepreneurship, enhancing and de-risking the investment landscape.

Recent investments in Chui Ventures, VestedWorld, and the SME Impact Fund highlight the Fund's commitment to leveraging African-owned African-led and operated investment vehicles to accelerate regional development. Through strategic support to fund managers, the initiative champions the most promising SMEs, driving forward a vision of prosperity that is shared across Africa.

For more information, please visit:
[Mastercard Foundation Africa Growth Fund – MEDA](#)



MERL SPECIALISTS MASTERCARD FOUNDATION AFRICA GROWTH FUND, MEDA



THE LOCATION

WEST AFRICA – GHANA AND
SENEGAL

EAST AFRICA – KENYA



MAIN RESPONSIBILITIES:

MEDA is seeking two MERL (Monitoring, Evaluation, Research and Learning) specialists, preferably located in Accra, Ghana, and Nairobi, Kenya, respectively.

Each MERL Specialist will provide support to the Director of MERL in ensuring effective Monitoring, Evaluation, Research, and Learning systems and processes are in place for the Mastercard Foundation Africa Growth Fund initiative, in their respective regions.

The role requires a strong research and impact measurement background with experience in impact investing, entrepreneurship development and job creation.

The MERL Specialist will work closely with MEDA's Monitoring and Impact Measurement (MIM) department, Learning Partner Organization (LPO), and the Mastercard Foundation's external Impact Partner Organization.

TITLE:
MERL SPECIALISTS

REPORTING TO:
**DIRECTOR – MERL (MONITORING
EVALUATION RESEARCH &
LEARNING)**

LOCATION:
**WEST AFRICA – GHANA AND
SENEGAL**

EAST AFRICA – KENYA

TRAVEL:
**THE SPECIALISTS MUST BE WILLING
TO TRAVEL QUARTERLY IN THEIR
RESPECTIVE REGIONS FOR
CAPACITY-BUILDING ACTIVITIES**

START DATE:
**STARTING IDEALLY IN OCTOBER/
NOVEMBER 2024 TO MARCH 31, 2027**

DIMENSIONS OF THE ROLE:

Data Analysis and Reporting (30%)

Conduct continuous in-depth analysis of the Fund's portfolio performance, prepare quality reports on a quarterly basis in a timely manner. These includes:

- Provide support to the Learning Partner in gathering and updating data from Investment Vehicles (IVs) and Portfolio Companies (PCs)
- Monitor and track key performance indicators (KPIs), including financial performance, and impact metrics relevant to the Fund's objectives
- Analyze data to identify trends, strengths, and areas for improvement
- Evaluate the performance of individual PCs and IVs, as well as the overall portfolio
- Identify potential risks or challenges within the Fund's portfolio IVs and PCs and provide recommendations to mitigate identified risks
- Coordinate with the Fund's partners in preparing detailed quarterly performance reports summarizing the information to include key findings, insights, outcome stories and actionable recommendations

Learning and Knowledge Sharing (20%)

Develop evidence-based knowledge products, coordinate with the Fund's Learning and Communications partner, and share insights to improve project implementation and ecosystem engagement. These includes:

- Develop evidence-based learning products, such as reports, briefs, case studies, toolkits, and infographics
- Ensure the learning products developed by the Learning Partner are aligned with the Fund's objectives and target audience needs
- Provide support to the Learning Partner in developing internal and external knowledge products
- Provide support to the Learning and Communications Partner in coordinating dissemination activities at ecosystem events



MERL System Implementation (20%)

- Work with the LPO to improve and optimize the Fund's MERL systems for data collection and visualization, enhancing its utility for partners, IVs, and PCs, while developing MERL services to meet donor requirements and strengthen MEDA's capacity
- Engage regularly with the LPO and BDS Partner in the maintenance and optimization of the Fund's Impact, ESG/ GDEI dashboards
- Coordinate joint efforts to ensure that the upgraded MERL systems meet the needs of partners, IVs, and PCs, making information more accessible and actionable for stakeholders
- Provide data reporting templates to partners, IVs and PCs and provide training on tracing and tracking impact data and outcomes
- Ensure that data collection processes are aligned with donor requirements and Fund objectives - including specific criteria such as gender, age, and geographic distribution

Capacity Building (20%)

- Provide capacity-building support to IVs and PCs to enhance their impact measurement capabilities while ensuring staff and partners understand MERL requirements for data gathering and reporting
- Develop and deliver training programs to IVs and PCs to strengthen their impact

measurement capabilities especially on tracing and tracking impact data and outcomes

- Support efforts in socializing the Fund's Monitoring, Evaluation, Research, and Learning (MERL) vision and requirements to IVs and support alignment with their investor reports
- Establish regular check-ins with the LPO to address any challenges they face in meeting MERL requirements
- Gather feedback from IVs and PCs to continuously improve the capacity-building efforts and ensure they meet the evolving needs of the Fund

Other Duties (10%)

- Participate in MERL and partner meetings
- Coordinate with partners to prepare them for the Consortium retreat, ensuring they have the necessary materials and understand the retreat's objectives
- Collaborate with the LPO and provide technical support in preparing for ecosystem events and convenings
- Organize and participate in internal learning meetings, Operations Committee (OC) meetings ensuring that MERL lessons and issues are discussed with relevant teams
- Carry out additional tasks and responsibilities as assigned by supervisors or as required by the project's evolving needs
- Provide general support to the MEDA's Impact and Knowledge Management team and other departments as needed

HOW TO APPLY

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

- Master's in international development, Economics and Statistics, Sociology or a related field
- Ideally has 4 to 6 years of experience in Impact Measurement, MERL Systems, as well as supervisory & managerial
- Strong analytical and strategic thinking skills
- At least 4-6 experience in impact investing, entrepreneurship development, social innovation or job creation, and supervisory and managerial capacity
- Ability to integrate information technology and automated data systems into MERL processes
- Knowledge of Gender and Environmental, Social, and Governance (ESG) frameworks, with the ability to integrate these into MERL processes
- Data visualization and PowerPoint presentation skills
- Experience managing complex MERL systems and working in partnership-type interventions
- Excellent relationship management, networking, presentation, and communication skills
- Ability to work effectively in diverse cultural settings
- Proficiency in English; French or regional languages are an asset

Please send your CV and contact details to Shelmith, Silvia or Ruqayah who will contact you to discuss your application in more detail.



Shelmith Mwangi

Email: shelmith@millarcameron.com

Phone: +254 20 5038445



Silvia Tikani

Email: silvia.tikani@millarcameron.com

Phone: +254 20 5038446



Ruqayah Fazle

Email: ruqayah.fazle@millarcameron.com

Phone: +254 20 5038447



WHO ARE MILLAR CAMERON

FINDING THE PEOPLE WHO MAKE THE DIFFERENCE

A SEAMLESS JOURNEY

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.

MILLAR CAMERON



MILLAR CAMERON

PEOPLE . PASSION . PERSISTENCE

OXFORD

LONDON

NAIROBI

JOHANNESBURG

CAPE TOWN