



MAJI Monitoring & Evaluation Officer - Mozambique

Location: Maputo, Mozambique

Job Reference: MMEO/PD/MZ/01/2025

AGRA and its Work to Transform Agriculture

AGRA is an African-led institution that actively supports the drive towards inclusive agricultural transformation and sustainable food systems. We do this by empowering the continent's 33 million smallholder farming households to transform their agriculture from a struggle to survive to profitable businesses. The continent's farmers regularly face challenges, and we aspire to provide uniquely African solutions that respond to their agricultural and environmental challenges, leading to increased harvests for reduced hunger and more income.

Working in alignment with the development priorities of our focus countries, we enable farmers to access improved and high-yielding seeds, gain knowledge on sustainable farming, and linkages to profitable markets. In our work, we aspire to build the alliances, partnerships, and networks required to drive an inclusive agricultural transformation. We work with our partners to create an equitable youth-friendly environment that harnesses the youth dividend on the continent to drive growth and facilitate open employment opportunities for young women and men. We achieve our key objectives through a focus on the following four areas of intervention:

1. Policy and state capability - We support governments in creating an enabling environment for private sector involvement in agricultural transformation.
2. Seed systems – We trigger higher productivity by increasing the availability and access to improved seeds by farmers allowing them to increase their harvests for food security and better incomes.
3. Sustainable farming – We support farmers in building resilient farming systems for sustained high yields through interventions such as mechanization and irrigation.
4. Inclusive markets and trade – We work to increase the linkages between farmers, and other market actors for a positive, sustained cycle of commercialization and reinvestment.

About MAJI

The MAJI (Mozambique Agricultural Jobs and climate resilient Investment) program aims to increase the availability of finance and support catalytic investments that allow farmers and agri SMEs to operate at scale and become more resilient to climate shocks. This includes supporting investments in agriculture value chains that are suited to the changing climatic context and avoiding those that increase climate vulnerability; promoting specific climate-smart alternative agricultural practices; incentivizing the adoption of mitigation and adaptation measures to minimize climate and biodiversity risks such as inappropriate use of pesticides, land degradation, deforestation etc. and modelling the impact on smallholder vulnerability and exposure to climate, financial, food insecurity and social risks.

The program investments will de-risk, stimulate, and incentivize financial intermediaries, including private capital and public fund managers, to provide innovative financing to farmers, early-stage aggregators, processors, and agribusinesses. In addition, the MAJI program will build a strong and coherent portfolio of investable agri-businesses that can be of interest to other financiers, investment vehicles, including private investors.



Why Join Us?

People are the heartbeat of our organization and remain the true drivers of our delivery, impact, and success. We have cultivated a workplace that fuels Depth in Collaboration, Excellence in Execution, Constructive Engagements, and a spirit of being Increasingly Entrepreneurial; all underpinned by our cherished I-RISE Values (Integrity, Respect, Innovation, Stewardship and Equity)

We work with incredible people and partners who have roots in farming communities across the African continent combined with an inclusive, diverse, and talented workforce from over 25 nationalities. Our commitment to a call to action goes beyond ourselves as we arise to catalyze African Food Systems transformation and improve the livelihoods of smallholder farmers.

We are looking for people who are passionate about being part of a mission-driven team that is making a real difference on the continent; love to work on cutting edge Ag technologies; and able to grow their skills, expertise, and experience career growth, while enjoying very competitive compensation and benefits.

Are you ready to embark on this exciting transformative journey with us?

The Position

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The MAJI Monitoring & Evaluation Officer (M & E) will be responsible for the coordination and management of collecting, analyzing, visualizing and reporting outputs, outcomes and impact of the MAJI program and to ensure they are reported in the AGRA M&E system as well as being integrated in the reporting to the MAJI stakeholders.

In collaboration with the Team leader, the role will develop the MAJI results framework, key performance indicators and monitoring and evaluation framework to be approved by the Steering Committee. Once approved the M&E officer will coordinate the data collection, analysis and reporting.

MAJI aims to improve incomes, create better/more jobs for women and men in Mozambique and support their resilience to climate shocks. FCDO, through the British High Commission (BHC) Maputo, has entered an arrangement with AGRA and AECF as a subcontractor to incubate, co-create and eventually establish a specific and dedicated Special Purpose Vehicle (SPV) that enhances financing of the agricultural sector. The catalytic funding aims to facilitate and mobilise more investment into agri-SMEs by incentivising the adoption of more climate adaptation and mitigation measures and by linking smallholder farmers to sustainable, appropriate, and climate-resilient value chains.

Key Duties and Responsibilities:

- Coordinate all MAJI M&E activities in close liaison with the MAJI Team leader, program officers, AGRA's Mozambique country team and ESA regional M&E officer.



- Support MAJI grants award processes with development of Results Frameworks, KPIs, milestones and targets and aligns with In-Country M&E officer
- Support the alignment of MAJI grantees investments to MAJI Results framework and overall AGRA's theory of Change.
- Schedule and undertake training for MAJI staff and grantees on AMIS use, with scheduled continuous user support.
- Review and approve reports in the AMIS system, including timely resolution of grantee data/report issues/quality in the AMIS system.
- Compile, analyze and disseminate MAJI program performance every quarter, or as prescribed including detailed context analyses for inclusion in FCDO reporting and AGRA quarterly reports
- Support coordination of MAJI evaluation and special studies as scheduled in the program workplan.
- Carry out periodic data verification exercises to ensure the quality of grantee data.
- Advises MAJI internal and external stakeholders i.e MAJI and country staff, grantees, partners and stakeholders, administration and finance on M&E issues and acts as the point of contact for related issues in MAJI program.
- Builds and manages external relationships and keeps current of key developments in partner institutions.
- Support knowledge sharing (reviews and reflection meetings) in the country by engaging units, offering the required training, and facilitating seamless exchange of information with both internal and grantees.
- Supports collation of MAJI data for the quarterly and annual reporting of the AGRA wide program results and the bi-annual reporting to FCDO.
- Collaborates with the communications team to customize and package MAJI grantees success stories and documents detailing evidence of successful models to meet the stakeholder needs.
- Plans for the collection of information and evidence of demonstrated models from MAJI grantees for the creation of MAJI beneficiaries' success stories and document detailed evidence of successful models.

Key Qualifications and Experience required:

- Experience in aspects of monitoring and evaluation in international development, business finance or agriculture related field.
- Outstanding writing analytical skills essential, computer proficiency and familiarity with a range of software applications including word processing, spreadsheets, and databases.
- Strong analytical skills with ability to translate analysis into clear concise written text.
- Problem-solving skills and a motivation to improve policies and procedures systematically.
- Excellent organizational skills, commitment to accuracy and to maintaining a timely and efficient work flow, and extremely detail-oriented with the ability to work under pressure.
- A first degree in Business Economics, Social Sciences, or other relevant fields with additional training in results -based Monitoring & Evaluation and project management.
- Fluency in Portuguese and English.
- Experience in establishing effective partnerships and relationship within the unit and across boundaries in the organization.
- Ability to understand client needs and customize information to best suit those needs.
Good working knowledge of results-based monitoring and evaluation as well as project management and coordinating M&E trainings.

**Behavioral Competencies**

- Ability to drive collaboration through inclusive and agile teaming, breaking siloes, sharing information celebrating joint successes.
- Ability to execute excellently by delivering high-quality work at speed, committing to decisions and plans, and increasing accountability to deliver impact at scale.
- Ability to be sincerely constructive in interactions with others by demonstrating trust, sincerity, and care, in recognition of our joint purpose.
- Ability be increasingly entrepreneurial by breaking hierarchies, embracing learning and innovation to unlock the potential of diversity and ideas.

If you believe you are the right candidate for this position, kindly submit your application with a detailed CV (including your e-mail and telephone contacts) to recruit@agra.org. Please quote the job reference number in the subject line of the application e-mail.

Applications must be received on or before **28th January, 2025**.

Due to the large volumes of applications, we usually receive, we will only be able to contact those candidates who are shortlisted.

For more information on the AGRA, visit www.agra.org.