



Monitoring and Evaluation Officer REGAIN

Location: Kampala, Uganda

Job Reference: ME/UG/05/2025

AGRA and its Work

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 small-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 link 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.
5. Youth, Gender, and Inclusiveness – We enable women and youth to contribute to and benefit from agriculture for their economic empowerment.

Implementing Our New Strategy Through People

People are the heart of our organization and remain the true drivers of our delivery and our impact.

We work with incredible people and partners who have roots in farming communities across the continent, combined with an inclusive and diverse workforce from over 24 nationalities. Our commitment to a call to action goes beyond ourselves as we arise to catalyze African Food Systems' transformation by being *Deeply collaborative, Executing Excellently, Sincerely Constructive, and Increasingly Entrepreneurial*, aligned with our values of (I-RISE; Integrity, Respect, Innovation, Stewardship, and Equity).



The Program

The RE-GAIN program - Scaling solutions for food loss in Africa, aims to address the impacts of climate change on harvest and post-harvest food losses in seven African countries: Burkina Faso, Ethiopia, Kenya, Malawi, Tanzania, Uganda, and Zambia. The program focuses on strengthening food security by supporting the innovative adaptation of the harvest and post-harvest value chain. It seeks to reduce food loss, improve food quality, enhance local capacity, and reduce climate risks through the wide-scale adoption of Food Loss-Reduction Solutions (FL-RS) among smallholder farmers. The program operates across three primary pathways: farmer-centric, supplier-centric, and institutional support.

We are looking for people who are passionate about Africa to join our innovative, growing, and multidisciplinary team. Together, we can grow Africa's food systems by improving the livelihoods of smallholder farmers. Want to join us?

The Position

Monitoring and Evaluation Officer **Job Reference: ME/UG/05/2025**

The Monitoring & Evaluation Officer will be responsible for spearheading the implementation of AGRA's RE-GAIN monitoring, learning, and evaluation, and Knowledge Management (KM) efforts in the assigned countries.

The Monitoring & Evaluation Officer will be a thought partner in designing countries Monitoring and evaluation plans and results management; responsible for tracking and reporting on RE-GAINs program performance against objectives; providing early warning of potential problem areas that might affect results and informing corrective action to refine goals and update AGRA strategies; articulating lessons learned in each country; providing technical advisory support and ultimately assessing and collating program impact and performance in the assigned countries.

Monitoring and Evaluation (M&E) Officer – REGAIN Program will be responsible for leading the M&E function for the REGAIN program in **Uganda** and **Tanzania**, ensuring results-based management, learning, and accountability in collaboration with the broader AGRA Monitoring and Evaluation structure.

Key Duties and Responsibilities:

- Coordinate all REGAIN program Monitoring and evaluation activities in Uganda and Tanzania in close liaison with AGRA central M&E team, Regional M&E officer, and in-country M&E officer.
- Support countries' grant award processes with the development of Results Frameworks, KPIs, milestones, and targets through country charters and the grants committee.
- Ensure alignment of REGAIN country grantees' investments to the country Results framework and AGRA's theory of Change and the REGAIN program framework.
- Analyze program and partner performance against agreed-upon indicators and targets to measure progress and provide actionable recommendations to partners and AGRA management.



- Design and implement formats and procedures for the REGAIN operational monitoring: reporting and analysis of progress against the annual work plan and budget for physical and process monitoring, as well as providing statistical and analytical support in the establishment of baselines and performance targets.
- Capacity building and training for REGAIN grantees on AMIS use, ensuring continuous user support.
- Review, approve, and ensure the quality of REGAIN grantee reports in the AMIS and facilitate the timely resolution of grantee data/report issues/quality in the AMIS system.
- Compile, analyze, and disseminate quarterly and annual REGAIN country program performance reports, including detailed context analyses for strategic decision making.
- Support coordination of evaluation and special studies in the REGAIN countries as scheduled in liaison with central and regional M&E teams.
- Carry out periodic data verification exercises to ensure the quality of grantee data.
- Advise internal and external stakeholders - country program staff and grantees, partners and stakeholders, administration and finance on M&E issues and acts as the point of contact for related issues in the assigned countries.
- Build and manage external relationships and keep current on 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.
- Support collation of AGRA data for the quarterly and annual reporting of the AGRA-REGAIN program results.
- Collaborate with the communications team to customize and package RE-GAIN success stories and documents detailing evidence of successful models to meet the stakeholder needs.
- Plan for the collection of information and evidence of demonstrated models from RE-GAIN partners for the creation of AGRA beneficiaries' success stories and document detailed evidence of successful models.
- Analyze REGAIN program results and findings to develop knowledge products (Policy briefs, impact stories, white papers).
- Support workshops for harmonization of data collection tools, data quality assurance, and data protection mechanisms
- Implement audit and evaluation recommendations on Monitoring and Evaluation, ensuring the optimal use of evaluation findings by providing guidance and a clear dissemination plan.
- Support knowledge management and systematization of approaches and lead dissemination methods via appropriate channels.

Key Qualifications and Experience Required:

- Bachelor's or master's degree in social sciences, development studies, Economics, Statistics, or another relevant field.
- Specialized training in Monitoring & Evaluation.
- Training in results-based Monitoring & Evaluation and project management.
- Experience in international development monitoring and evaluation in an agriculture and/or livelihoods-related organization.
- Experience in designing tools and strategies for data collection, analysis, and production of reports.
- Proven ICT skills, especially in the use and monitoring of MIS software and related databases - theories of change, result frameworks, log frames, and other complexity-aware methods.



- Skilled in conducting baselines and evaluations using various quantitative and qualitative research methods.
- Advanced skills in analysis and reporting, utilizing management and visualization tools to ensure data integrity and effective communication of findings, are critical.
- Demonstrate proficiency in training, facilitation, mentoring, and coaching to enhance the M&E capabilities of team members and stakeholders.
- Familiarity with a wide range of evaluation methodologies, capable of assessing the impact of AGRA's work and supporting course correction.
- Demonstrate the ability to plan and actively participate in external reviews and missions conducted by AGRA donors or other government agencies, as well as assess the need for specific Monitoring and Evaluation (M&E) special studies and pilot projects.

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 **ME/UG/05/2025** in the subject line of the application email.

Applications must be received on or before 5th June 2025. Only shortlisted candidates will be contacted.

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

AGRA is an Equal Opportunity Employer