



In-Country Monitoring and Evaluation Officer REGAIN

Location: Lusaka, Zambia

Job Reference: IME/ZA/07/2025

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).



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

In-Country Monitoring and Evaluation Officer Job Reference: [IME/ZA/07/2025](#)

The In-Country M&E Officer will be responsible for the coordination and management of the country's results, progress tracking, and knowledge management activities for all AGRA Programs in the country.

The Ideal candidate will be responsible for coordinating country Monitoring and Evaluation activities, including Country context data synthesis and reporting; grant awards support through country charters; grantee data synthesis, support & validation; and Grantee AMIS training and support. The In-Country M&E Officer will ensure results-based management, learning, and accountability in collaboration with the broader AGRA M&E structure.

Key Duties and Responsibilities:

- Coordinate all country M&E activities in close liaison with the central and regional M&E teams to ensure alignment and consistency.
- Support country grants award processes with the development of Results Frameworks, KPIs, milestones, and targets through country charters and grants committees to ensure measurable outcomes.
- Support the alignment of country grantees' investments to the country Results framework and AGRA's overall theory of Change to maximize impact.
- Schedule and undertake trainings for country staff and grantees on AMIS use, with scheduled continuous user support to build capacity and ensure effective utilization of the system.
- Review and approve reports in the AMIS system, including timely resolution of grantee data/report issues/quality to maintain data integrity.
- Carry out periodic data verification exercises to ensure the quality of grantee data and identify areas for improvement.
- Compile, analyze, and disseminate country program performance every quarter, or as prescribed, including detailed context analyses to track progress and inform decision-making.
- Support coordination of evaluation and special studies in the country as scheduled in liaison with central and regional M&E teams to generate evidence and insights.
- Advise internal and external stakeholders, including country program staff, grantees, partners, and administration, on monitoring and evaluation (M&E) issues, serving as the primary point of contact for related concerns.
- Build and manage external relationships while staying informed about key developments in partner institutions to foster collaboration.
- Facilitate knowledge sharing through reviews and reflection meetings, engaging units, providing necessary training, and ensuring seamless information exchange with both internal teams and grantees.
- Support the collation of AGRA data for quarterly and annual reporting of program results to ensure comprehensive and accurate reporting.



- Collaborate with the communications team to customize and package AGRA grantees' success stories and documents that detail evidence of successful models to meet stakeholder needs.
- Plan for the systematic collection of information and evidence from AGRA grantees to create compelling success stories that document the impact of demonstrated models on beneficiaries.

Key Qualifications and Experience Required:

- Degree in Arts, Social Sciences, or other relevant field with additional training in results-based Monitoring and Evaluation and project management.
- Experience in aspects of monitoring and evaluation in international development or an agriculture-related field.
- Experience working with a large multinational development agency in a coordination role is an advantage.
- Ability to communicate in French will be an added advantage.
- Demonstrates strong technical expertise in monitoring and evaluation by effectively coordinating all country's M&E activities in collaboration with central and regional teams, supporting the execution of evaluations and special studies, and planning the collection of information to document successful models and create compelling success stories for AGRA beneficiaries.
- Demonstrates proficiency in capacity building by scheduling and conducting training sessions for country staff and grantees on the AGRA Management Information System (AMIS), providing ongoing user support to enhance system utilization.
- Demonstrates the ability to compile, analyze, and disseminate country program performance reports, providing detailed context analyses that inform decision-making and track progress effectively.
- proficiency in supporting country grants award processes by developing Results Frameworks, KPIs, and milestones that ensure measurable outcomes.
- Demonstrates strong technology proficiency by efficiently managing reporting systems (AMIS), ensuring data accuracy through effective verification and timely resolution of reporting issues, while supporting the aggregation of data for program results reporting.

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 **IME/ZA/07/2025** in the subject line of the application e-mail.

Applications must be received on or before 6th August 2025. Only shortlisted candidates will be contacted.

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

AGRA is an Equal Opportunity Employer