



We Are Hiring!

1. Position: Monitoring & Evaluation Specialist

Reports to: Head of Programs

Background:

The National Organic Agricultural Movement of Uganda (NOGAMU) promotes, coordinates, and supports the development of the organic agriculture sector in Uganda. As part of ensuring accountability, learning, and evidence-based programming, NOGAMU requires a strong Monitoring and Evaluation (M&E) system. The M&E Officer will play a central role in designing, implementing, and maintaining systems to track progress, assess impact, and generate data to guide decision-making and reporting.

2. Key Responsibilities

A. M&E Systems Development and Management

- a) Develop, implement, and strengthen NOGAMU's Monitoring and Evaluation (M&E) framework, tools, and procedures.
- b) Maintain project performance tracking systems and databases.
- c) Ensure integration of M&E in all project designs, proposals, and work plans.

B. Data Collection, Analysis, and Reporting

- a) Collect, clean, and analyze quantitative and qualitative data from field activities.
- b) Ensure timely preparation of project progress reports, donor reports, and organizational reports.
- c) Document best practices, lessons learned, case studies, and success stories.
- d) Develop dashboards and summary briefs for management and stakeholders tracking data and or milestones/ deliverables.

C. Capacity Building & Technical Support

- a) Train and support staff, field officers, and partners in M&E tools and practices.
- b) Ensure data quality through regular monitoring, supervision, and data verification exercises.
- c) Provide technical guidance to programs in setting performance indicators and targets.

D. Learning, Accountability, and Impact Assessment

- a) Facilitate periodic reviews, baseline surveys, mid-term evaluations, and impact assessments.

- b) Promote a culture of results-based management, learning, and accountability within NOGAMU.
- c) Support stakeholder feedback mechanisms to strengthen transparency and responsiveness.

E. Compliance & Partnership Support

- a) Ensure adherence to donor M&E guidelines and reporting requirements.
- b) Liaise with government agencies, partners, and networks for data sharing and alignment with national M&E frameworks.
- c) Contribute to proposal development by providing M&E inputs and logframes.

3. Deliverables / Expected Outputs

- a) Functional M&E system, tools, and database for all NOGAMU projects.
- b) Accurate, timely, and high-quality reports for management, partners, and donors.
- c) Documented success stories, lessons learned, and knowledge products.
- d) Improved staff and partner capacity in M&E and data use.
- e) Evidence-based decision-making and program improvement within NOGAMU.

4. Qualifications & Experience

Bachelor's degree in Agriculture, Agribusiness, Monitoring & Evaluation, Statistics, Economics, Social Sciences, Development Studies, or related field (Master's degree is an added advantage).

- ✓ At least 5 years' experience in M&E in NGOs, agriculture, or development programs.
- ✓ Strong knowledge of results-based management, logical frameworks, and M&E methodologies.
- ✓ Proficiency in data management software (SPSS, STATA, Excel, KoboToolbox, etc.).
- ✓ Excellent skills in data visualization, analysis, and report writing.
- ✓ Strong interpersonal and facilitation skills with ability to train others.

5. Duration of Assignment

The M&E Specialist will be engaged on a contractual basis, initially for 1 year, renewable based on performance and funding availability.

How To Apply

Send your Application and Curriculum Vitae to admin@nogamu.org by 30th September 2025.