

<b>Program Name:</b>	<b>Australia-Cambodia Cooperation for Equitable Social Services – Phase 2 (ACCESS 2)</b>
<b>Position Title:</b>	<b>Monitoring, Evaluation and Learning Manager</b>
<b>Position Type:</b>	<b>Locally Engaged Employee – Full Time</b>
<b>Location:</b>	Phnom Penh – Cambodia
<b>Reporting To:</b>	Team Leader
<b>Overview:</b>	<p>The Australia-Cambodia Cooperation for Equitable Sustainable Services – Phase II (ACCESS 2) builds upon a decade of Australian support to Cambodia to improve service delivery for survivors of gender-based violence (GBV) and people with disabilities. The investment gives effect to Australia and Cambodia's shared commitment to advancing gender equality, disability, and social inclusion.</p> <p>ACCESS 2 focusses on accelerating access to quality and inclusive services with greater reach for people with disabilities and survivors of GBV in Cambodia. The program addresses the demand- and supply-side barriers to essential service delivery, with increasing focus on sub-national levels to complement national-level support and concerted efforts to address the priorities of indigenous peoples. The program supports efforts to deepen understanding of the intersectional needs of survivors of GBV and people with disabilities, and to translate this into the delivery of services that responds to their needs.</p> <p>ACCESS 2 also supports more inclusive policy, planning, and coordination mechanisms to ensure the needs, priorities, preferences, and experiences of survivors of GBV, people with disabilities, and indigenous peoples contribute to systems strengthening for GBV and disability services. This includes facilitating opportunities for the Royal Government of Cambodia (RGC) to meaningfully engage with people with disabilities, survivors of violence and indigenous people, and the organisations that support their representation and advancement.</p> <p>ACCESS 2 started in August 2023 will continue until September 2028, with an option for a further four years until 2032.</p> <p>The goal is for Persons with disabilities and survivors of GBV to benefit from access to quality and coordinated services as outlined under the RGC's National Disability Strategic Plan (NDSP) and National Action Plan on Violence Against Women (NAPVAW). ACCESS 2 has two end of investment outcomes (EOIO):</p> <ol style="list-style-type: none"> <li>1. By 2028, select service providers deliver higher quality GBV and disability services to increasing numbers of people in the target provinces.</li> </ol>

	<p>2. By 2028, select national and sub-national policy and planning processes respond to the priorities of survivors of GBV and people with disabilities.</p>
<b>Position Summary:</b>	<p>The Monitoring, Evaluation and Learning Manager will be responsible for the Program's monitoring, evaluation, research and learning (MERL) functions, and for ensuring continued flexibility, responsiveness, and relevance of MERL processes throughout the Program. This includes supporting the implementation of the Monitoring, Evaluation and Learning (MEL) Framework and Plan; the Research, Learning and Policy Influencing Strategy; and the Performance Assessment Framework (PAF) where program results will be aggregated. The frameworks, plan and strategy will be aligned with DFAT's Standard for M&amp;E Systems.</p> <p>The role will actively promote learning, continuous improvement, and adaptive management, provide oversight to the MERL Monitoring Information System (MIS) and, in collaboration with program staff, provide MERL technical services to ACCESS 2 Strategic Implementing Partners (SIPs). Based in Phnom Penh, the Evidence and Learning Manager will report directly to the Team Leader.</p>
<b>Key Responsibilities:</b>	<p><b>MERL Frameworks and Strategies</b></p> <ul style="list-style-type: none"> <li>• Implement and regularly update the ACCESS 2 MEL Framework and Research, Learning, and Policy Influencing Strategy to clearly demonstrate performance against the EOIOs.</li> <li>• Lead and manage implementation of ACCESS 2 MEL plan</li> <li>• Build ownership and understanding of the program team on the program Theory of Change and MEL and their accountability and contribution to achieve to deliver program results</li> <li>• Manage key processes and activities on MEL, including review and reflection, data collection and analysis, learning activities, and reporting to DFAT</li> <li>• Report six monthly against the MEL Plan and Performance Assessment Framework</li> <li>• Drive the learning agenda, both within the program and among partners, acting as a generator and broker of information to support learning and decision-making.</li> <li>• Ensure adherence to DFAT M&amp;E guidelines and Abt's MERLA principles.</li> <li>• Daily management, work plan development and agreement and mentoring of ACCESS 2 MEL Officer.</li> </ul> <p><b>Data Collection, Analysis and Management</b></p> <ul style="list-style-type: none"> <li>• Collect data for monitoring and evaluative purposes using innovative and participatory approaches against the approved results framework.</li> <li>• Oversee all primary data collection activities in the field (e.g., monitoring of service availability, access, and quality to support</li> </ul>

	<p>program monitoring and evaluation, including at the community level, interviews with partners).</p> <ul style="list-style-type: none"> <li>• Oversee all secondary data collection and analysis, including but not limited to government datasets with population-level statistics.</li> <li>• Conduct or commission evaluative or research studies, as prescribed by MEL Framework and Plan.</li> <li>• Commission expertise to provide budget analysis and monitoring services to key partner government ministries.</li> <li>• Ensure M&amp;E and data collection processes adhere to ethical standards, including principles of 'do no harm' across both technical areas, and for persons with disabilities the principle of 'nothing about us without us'.</li> <li>• Oversee and enhance ACCESS 2's Management Information System (MIS), "AMELIA," ensuring efficient data entry, quality control, and technical improvements. Support revision of MEL MIS Amelia as required.</li> <li>• In collaboration with program staff RGC and Strategic Implementing Partner (SIP) input, implement the ACCESS 2 MIS assisting with regular data entry, reporting and MIS updates.</li> <li>• As required, work closely with ACCESS 2 MIS IT technician in revision of MIS features for implementation under ACCESS 2 and provide MEL technical advice to SIPs.</li> <li>• Provide ongoing political economy analysis to ACCESS 2 management.</li> <li>• Attend and participate in all M&amp;E technical fora, meetings, events and showcase ACCESS 2 learnings and success.</li> </ul> <p><b>Technical Assistance and Capacity Building of Program Partners</b></p> <ul style="list-style-type: none"> <li>• Work closely with the MEL Officer to identify and/or develop appropriate and realistic technical assistance and capacity building approaches and strategies to partners.</li> <li>• As required, provide technical assistance to support target ministries and sub-national authorities to report progress and results of program-funded activities.</li> <li>• Contribute to the facilitation and provision of technical assistance support to SIPs, to continually strengthen and ensure consistency of systems for data collection, analysis and use.</li> </ul> <p><b>Program Learning, Reporting and Dissemination</b></p> <ul style="list-style-type: none"> <li>• Lead the facilitation of regular ACCESS 2 reflection workshops to support program learning and adaptation.</li> <li>• Lead the preparation of progress reports (6 monthly and annual), Investment Monitoring Reports (IMRs), to DFAT, ad hoc reports to the RGC and to target ministries as required, progress reports for the ACCESS 2 Steering Committee and any external reporting as required and under direction of TL.</li> <li>• Lead the development of ACCESS 2 Annual Workplans.</li> <li>• Utilise MEL findings to inform policy advocacy and stakeholder engagement with RGC and SIPs.</li> </ul>
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<b>Key Deliverables:</b>	<ul style="list-style-type: none"> <li>• Periodic review and update of MERL frameworks, plans and systems (including the MEL Plan, and PAF).</li> <li>• Timely and consistent delivery of MERL plans, activities and reporting that meets Abt's good-practice guidelines and DFAT standards.</li> <li>• Facilitation of learning processes and dissemination of relevant program related data and reports to all key stakeholders.</li> <li>• Demonstrate effective working relationship with all team members and supervise MEL Officer.</li> <li>• Timely escalation of any challenges and issues related to program reporting and data related challenges if any.</li> </ul>
<b>Key Working Relationships:</b>	<ul style="list-style-type: none"> <li>• ACCESS 2 TL, DTL, Technical Leads and Provincial Advisors.</li> <li>• ACCESS 2 SIPs and key stakeholders, including DFAT in-country managers.</li> <li>• External key stakeholders and government counterparts and line ministries.</li> </ul>
<b>Selection Criteria:</b>	<ul style="list-style-type: none"> <li>• Tertiary qualification in a relevant area such as monitoring and evaluation, economics, statistics, development studies, or any other relevant field.</li> <li>• At least 10 years of experience in the field of monitoring and evaluation in the international development sector.</li> <li>• Knowledge of evaluation concepts and methodologies, in particular the use of evaluative methods that generate evidence for learning.</li> <li>• Demonstrated experience in research, data collection, analysis, and management.</li> </ul>

	<ul style="list-style-type: none"> <li>• Demonstrated experience in working with government and donors, including meeting the diverse reporting requirements of each.</li> <li>• Experience with or demonstrated understanding of issues relating to disability and/or gender-based violence in Cambodia as well as the broader political economy context and constraints.</li> <li>• Understanding of governance, institutional strengthening, and public financial management in a developing context.</li> <li>• Ability to manage multiple demands and prioritize tasks, work effectively and collaboratively with diverse stakeholders, and support other team members.</li> <li>• Ability to understand and respond to the data needs of a broad range of users.</li> <li>• Ability to support a broad range of actors in enhancing program monitoring, evaluation and reporting functions.</li> <li>• Extensive relevant work experience in Cambodia.</li> <li>• Fluency in Khmer and strong written and spoken English skills.</li> <li>• Knowledge of data visualisation tools and graphics software an asset</li> </ul>
<b>Commitment to Equity</b>	<p>Abt Associates values individuality and celebrates difference with a strong commitment to diversity, equality, racial equity, gender, and disability inclusion. We strongly encourage people from culturally and linguistically diverse communities and Aboriginal and Torres Strait Islander people to apply for this position. We offer flexible work arrangements and a culturally safe environment for staff members from diverse racial and ethnic backgrounds.</p>
<b>Commitment to Safeguarding</b>	<p>We are deeply committed to safeguarding, to protect and prevent harm and abuse to individuals we work for and who work for us. Our recruitment and selection procedures reflect our commitment to protecting children and vulnerable adults from abuse and exploitation. We will not tolerate discrimination, harassment, child abuse, sexual abuse or exploitation in any form, and expect everyone to be treated with respect and dignity.</p>