



## **Monitoring, Evaluation, and Learning Specialist Job Description**

**Position Title:** Monitoring, Evaluation, and Learning (MEL) Specialist

**Job Location:** Nigeria or Uganda | hybrid/remote position

**Reports to:** Director of Global Programs

**Hours:** 40 hours per week

**Start Date:** August/September 2025

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### **About We Care Solar**

We Care Solar is an award-winning U.S. nonprofit organization dedicated to strengthening health care and education in under-resourced countries by improving access to clean, reliable electricity. Since 2010, We Care Solar has designed and delivered compact, durable solar electric systems to energy-deficient health centers and schools, replacing candles and kerosene lanterns with bright, efficient LED lights and power for essential devices.

*Solar for Healthcare:* We Care Solar has worked with more than 75 partners across 50 countries, installing reliable solar power at more than 10,000 health facilities, supporting more than 16 million mothers and newborns to date. The We Care Solar Suitcase® is a compact solar electric system for medical lighting, mobile communication, and essential medical devices. Our Light Every Birth initiative is transforming maternal health care at the national level in select countries in Africa.

*Solar for Education:* Our hands-on STEM education program, We Share Solar, empowers students to learn about solar as a solution to local and global energy access challenges while gaining skills in engineering, electricity, and problem solving while assembling specialized Solar Suitcase Learning Kits. We Share Solar's largest programs are in the United States. We have run STEM education programs in East Africa with a goal of expanding this program to African countries aligned with our Light Every Birth initiative.

We Care Solar has received international accolades and numerous awards, including the 2019 Zayed Sustainability Award, the 2015 UN DESA Powering the Future We Want Award and the 2013 CNN Top 10 Heroes. Media coverage has included features in The Wall Street Journal, The New York Times, Forbes, PBS Newshour, BBC World News, CNN, ABC and CBS.

We are a mission focused organization and team that likes to have fun while doing serious work. Our team includes global staff from seven countries in Africa and U.S.-based staff across six states. Many of our team members have been with We Care Solar for more than five years. We are extremely committed to providing a fun and flexible work environment (virtually and in-person) while ensuring that we are able to deliver cost effective programs with high impact.

### **Monitoring, Evaluation, and Learning Specialist**

The MEL Specialist is responsible for developing and implementing robust monitoring, evaluation, and learning frameworks and tools for We Care Solar's programs across several countries. The Specialist will track project program performance, assess program impact, ensure data quality, and facilitate learning across the organization. They will collaborate with teams across both health and education to ensure that evidence-driven decisions are made for effective program implementation.

### **Key Duties and Responsibilities**

#### Monitoring and Evaluation Design

- Develop and refine MEL frameworks, theories of change, results frameworks, and logical models for We Care Solar's programs.

#### Data Collection and Management

- Oversee the design and implementation of data collection tools and processes (surveys, interviews, focus groups, etc.).
- Improve upon existing data collection methods (using Qualtrics, Taroworks, and Salesforce) and develop new evaluation tools in close collaboration with program leads and operations.
- Ensure data integrity and ensure that data is collected, stored, and analyzed efficiently and securely.
- Develop and implement data quality assurance mechanisms, ensuring timely collection, accurate reporting, and compliance with privacy regulations.

#### Reporting and Analysis

- Provide regular reports on program performance, progress toward outcomes, and support communications on impact to key stakeholders, including donors, program managers, and organizational leadership.
- Analyze data to identify trends, challenges, and opportunities for program improvement.
- Create dashboards or other tools to present MEL data in accessible formats for various audiences.

## Learning and Capacity Building

- Document lessons learned and best practices to improve program design and implementation.
- Build the MEL capacity of program staff, partners, and local stakeholders through training, mentorship, and technical support. Develop and deliver MEL training sessions and materials to ensure that all program staff understand MEL processes and can effectively collect and use data.

## **Key Qualifications**

- A bachelor's degree in social sciences, public health, international development, statistics or a related field. A master's degree is preferred.
- At least five years of experience in monitoring, evaluation, and learning. Experience in health, energy, or development programs is preferred. Experience in solar energy or health or education sectors in low-resource settings is an added advantage.
- Proven expertise in M&E design and implementation, including development of M&E frameworks, indicators, and data management systems.
- Proficiency in using data collection software (specifically Qualtrics, Taroworks, and/or Salesforce) and evaluation software.
- Experience with qualitative and quantitative research methods, including surveys, interviews, and focus groups.
- Strong data analysis skills with the ability to interpret complex data sets and present findings clearly. Strong written & oral communication skills
- Self-starter who effectively manages their time and can work under minimal supervision
- Superb organizational skills and attention to detail
- Competency in Microsoft Office and Google Workspace
- Strong sense of teamwork and ability to work collaboratively with other staff members

## **Desired Attributes**

- Passion for We Care Solar's mission and a commitment to advancing global health, education, and environmental sustainability.
- Knowledge of solar energy and health systems in low-resource settings.
- Familiarity with different donor reporting standards and requirements.
- Experience using MEL data to drive program adaptation.
- Cultural sensitivity to diverse communities, including those with limited resources.

## **What We Offer**

- **Mission-driven work.** Our work has a direct impact for millions of mothers and newborns. You will see and feel the impact of your work on a daily basis.

- **Flexible work schedule.** We pride ourselves on offering a flexible and fun environment while achieving our mission. You'll have autonomy to create a schedule that brings your best work, including working remotely and setting hours of work.
- **Strong culture.** A working environment that values humility, integrity, inclusion, professional growth, and learning.
- **Talented and dedicated team.** A collaborative, hard-working, international team that is willing to do what it takes to get the job done, is committed to learning and improving, but laughs often and creates time for having fun.

### **Equal Opportunity Employer**

We Care Solar is an equal opportunity employer. We are committed to fostering a progressive work environment that encourages participation by all team members and ensures that all voices are heard. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.

### **How to Apply**

Please submit resume and cover letter to [recruit@wecaresolar.org](mailto:recruit@wecaresolar.org) by June 13. Include "MEL Specialist" in the subject line. Applications will be reviewed as they are received and only short-listed candidates will be contacted.

For more information about We Care Solar, please visit our website: [www.wecaresolar.org](http://www.wecaresolar.org).