



JOB ADVERT -SGBV Monitoring & Evaluation (M&E)

Job Title: SGBV Monitoring & Evaluation Officer

Reports to: Programme Manager

Location: Kampala

Supervises: Data Assistants / Community Data Collectors (where applicable)

Contract Type: 5 Years

MIFUMI seeks a skilled **SGBV M&E Officer** to strengthen evidence generation, data quality, and learning across our **survivor-centred, gender-transformative programmes**.

1. Key duties:

Manage SGBV data systems (including **GBVIMS+**); lead indicator tracking and reporting; ensure ethical, high-quality data; support learning reviews; produce donor-aligned reports; build staff capacity in M&E tools.

2. Competencies:

Analytical thinking, integrity, confidentiality, teamwork, and commitment to gender equality.

3. Required Qualifications

Bachelor's degree in **Statistics, Social Sciences, Public Health, Development Studies, M&E**, or related field.

Additional training in **M&E, data analysis, GBVIMS+, safeguarding, or protection programming** is an added advantage.

4. Required Experience

- Minimum **3 years' experience** in M&E within GBV/SGBV, protection, humanitarian, or development programmes.
- Experience with **GBVIMS/GBVIMS+**, case management data, or protection information management systems.
- Strong experience in donor reporting.

- Demonstrated ability to analyse SGBV data and produce high-quality reports and dashboards.
- Experience training staff and partners on M&E tools and data quality.

5. Competencies

- Strong analytical and data interpretation skills.
- Excellent command of digital data tools.
- High integrity, confidentiality, and survivor-centred approach.
- Strong communication and report-writing skills.
- Ability to work under pressure and meet tight donor deadlines.
- Commitment to gender equality, human rights, and Do-No-Harm principles.

JOB DESCRIPTION: SGBV Monitoring & Evaluation Officer

1. Role Purpose

The SGBV M&E Officer ensures **high-quality data collection, analysis, reporting, and learning** across all Sexual and Gender-Based Violence (SGBV) interventions. The role strengthens programme accountability, supports evidence-based decision-making, and ensures compliance with donor requirements and national GBV information management standards.

The officer leads routine monitoring, supports evaluations, maintains safe and ethical survivor-centred data systems, and ensures that programme results demonstrate impact on prevention, response, and justice for survivors.

2. Key Responsibilities

A. Monitoring & Data Management

- Develop and implement project-specific M&E plans, results frameworks, and indicator tracking tables.
- Ensure routine data collection using approved tools (intake forms, case management tools, referral forms, community activity registers).
- Maintain secure, confidential, survivor-safe data systems in line with GBVIMS+/Data Protection standards.
- Conduct regular data quality assessments (DQAs) and ensure completeness, accuracy, and timeliness.
- Support field teams to use digital data collection tools (Kobo, ODK, CommCare, GBVIMS+).
- Track progress against targets and generate monthly, quarterly, and annual performance dashboards.

B. Analysis, Reporting & Learning

- Analyse quantitative and qualitative data to identify trends, gaps, and emerging protection concerns.
- Prepare donor-aligned reports with clear narratives, indicator updates, and evidence of impact.
- Produce learning briefs, case studies, and success stories demonstrating programme achievements.
- Facilitate reflection meetings, after-action reviews, and learning events with staff and partners.
- Support baseline, midline, and endline evaluations, including TOR development and coordination with consultants.

C. Accountability & Safeguarding

- Ensure safe, confidential, survivor-centred handling of SGBV data.
- Support implementation of feedback and complaints mechanisms, ensuring timely follow-up and documentation.
- Monitor safeguarding compliance and report concerns through approved channels.
- Ensure data collection processes do not expose survivors or communities to harm (Do-No-Harm principles).

D. Capacity Building

- Train staff, community volunteers, and partners on M&E tools, indicators, data protection, and reporting.
- Provide ongoing mentorship to caseworkers, social workers, and shelter staff on documentation and data quality.
- Strengthen partner organisations' M&E systems where consortium arrangements exist.

E. Coordination & Representation

- Participate in district and national GBV coordination meetings, including GBV Sub-Cluster and Protection Working Group.
- Liaise with government structures (Police, Health, Probation, Community Development Offices) to harmonise data.
- Support joint monitoring visits with donors and partners.
- Contribute to proposal development by providing indicator frameworks, baselines, and evidence of impact.

If you feel you meet these criteria and are interested in working within a dynamic and engaging team, please deliver a CV and a one-page expression of interest indicating Information about yourself and what you are currently doing, your interest in the job, and why you believe you are uniquely qualified to do the job.

Expression of interest must be remitted not later than Friday, 7th August 2026, to hr@mifumi.org

The successful candidate should be available to start immediately

Management, MIFUMI.