

Job Title: Monitoring and Evaluation Officer

Type of Contract / Grade: Fixed-Term, NOB

Duration: 1 year renewable (upon confirmation of the probationary period)

Duty Station: Antananarivo, Madagascar

Vacancy Number: One position

Date of Publication: September 01, 2026

Deadline for Application: September 14, 2026

ABOUT THE POSITION AT WFP

This position is based in Antananarivo, Madagascar and reports to the Senior Monitoring and Evaluation Officer.

THE ROLE

Job holders are expected to support the development and implementation of Monitoring, Review and Evaluation Plans aligned to WFP corporate standards to generate quality evidence on the lives of beneficiaries and inform policy, strategy and programme design and implementation. This includes coordinating monitoring activities, managing or supporting the management of decentralized evaluations, supporting thematic/mid-term reviews and positioning WFP as a reliable partner for governments to build monitoring and evaluation strategies. They may also support the formulation of country monitoring and evaluation strategies and contribute to policy development and various initiatives.

KEY ACCOUNTABILITIES (not all-inclusive, within delegated authority):

Monitoring and Evaluation

- Provide inputs to the development of Monitoring, Review and Evaluation plans that will provide the most relevant and strategic information toward achieving expected results (as set out in the Country Strategic Plan (CSP) and other global and regional plans), while being compliant with WFP evaluation and monitoring requirements.
- Budget for M&E costs and advocate through line manager for both appropriate financial and human resourcing.
- Provide feedback on the formulation of the Regional Monitoring and Evaluation Strategies and support their operationalization.
- Contribute to evidence-based decision-making on programme design and implementation, notably through making monitoring, review and evaluations findings accessible, developing innovative, user-friendly and informative products.
- Support WFP Management in addressing recommendations from monitoring, reviews and evaluations to ensure that follow-up actions are taken as required.

- Contribute to building M&E capacity of WFP staff and partners through training and information sharing. Manage junior staff members and guide as required to enable high performance.
- Provide inputs to line manager regarding the development and implementation of national government and inter-agency monitoring, reporting and evaluation frameworks, including United Nations Development Assistance Framework (UNDAF) aligned with nationally owned sustainable development goals.
- Take responsibility for integrating protection and gender perspectives in all areas of work, to ensure equal participation of women and men.

Specific to the monitoring function

- At Country Strategic Plan (CSP) design stage, support the Head of M&E or Head of Programme in developing a Theory of Change outlining how the expected results are likely to occur and listing key assumptions and risks.
- Support line manager in ensuring that CO monitoring systems and tools are in place and compliant with corporate standards including the minimum monitoring requirements (MMR), standard operational procedures (SOP) and establishment of baselines and targets in alignment with the updated corporate results framework (CRF).
- Draft regular monitoring reports on status of results and implementation progress and contribute to the data analysis.
- Support mid-term reviews and thematic reviews which are intended for internal learning, strategic and operational decision-making.

Specific to the evaluation function

- Manage or support senior officer in the management of decentralized evaluations in line with WFP Evaluation Policy and Decentralized Evaluation Quality Assurance System (DEQAS). This entails managing or supporting evaluation processes from planning to completion: sourcing, hiring and supervising external evaluators; engaging stakeholders appropriately in the evaluation process and managing communications and budgets.
- Support centralized evaluations managed by the Office of Evaluation, joint UNDAF evaluations and donor-led evaluation in country.
- Other duties as required.

OTHER SPECIFIC JOB REQUIREMENTS

- Lead the design, planning and implementation of the Country Office outcome monitoring plan, ensuring that all CSP outcome indicators are measured at the required frequency, with methodologically sound sampling frames and adequate geographic and activity coverage.

- Design and oversee outcome data collection exercises – including post-distribution monitoring, food security outcome monitoring, baseline and follow-up surveys – covering questionnaire design, sampling, enumerator training, digital data collection tools and field supervision.
- Analyse outcome data using appropriate statistical methods, produce disaggregated results by sex, age, disability, geographic area and transfer modality, and interpret findings in relation to programme performance and the evolving food security and nutrition context.
- Ensure the quality, integrity and traceability of outcome data throughout the data cycle, applying data quality assurance protocols, documenting methodological choices and limitations, and maintaining clear audit trails from raw data to reported figures.
- Prepare timely and accurate outcome reporting for corporate requirements, including the Annual Country Report, standard project reports, donor reports and corporate monitoring systems, ensuring full consistency between reported indicator values and underlying datasets.
- Translate outcome findings into actionable recommendations for programme design and adjustment, presenting evidence to programme units and senior management in formats that support decision-making, including for the shift towards resilience and development-oriented programming.
- Provide technical guidance and quality oversight to field offices on outcome monitoring methodology, tools and analysis, and build the capacity of field-based staff and cooperating partners to collect and interpret outcome data reliably.
- Contribute to national capacity strengthening by supporting government institutions and national statistical bodies in food security and nutrition outcome measurement, promoting the use of harmonised methodologies and supporting the progressive transfer of analytical functions.
- Ensure that outcome analysis integrates protection, gender, disability inclusion and accountability to affected populations considerations, including through the analysis of community feedback mechanism data and its triangulation with quantitative outcome findings.
- Coordinate with VAM, nutrition, programme and partnership units to ensure coherence between outcome analysis, needs assessments, vulnerability analysis and targeting, and contribute analytical inputs to CSP revisions, project design and resource mobilisation.
- Represent WFP in technical working groups, food security and nutrition information systems platforms and inter-agency assessment initiatives.
- Manage and supervise assigned staff, providing coaching, technical guidance and performance oversight to support their development and ensure delivery of quality analytical outputs.

- Contribute to emergency preparedness and response by ensuring that outcome monitoring systems can be rapidly adapted to cyclone, drought and other shock-related response operations, and by providing analysis of the effects of shocks on assisted populations.

QUALIFICATIONS AND EXPERIENCE

Education: Advanced University degree in social sciences, statistics, development economics, performance management, monitoring and evaluation or other related fields, or First University degree with additional years of relevant work experience and/or training/courses.

Experience:

Minimum of three years of relevant professional work experience including monitoring and evaluation activities.

Experience using a variety of quantitative and qualitative analytical tools and methods.

Previous experience in humanitarian or development contexts.

Language: Fluency (level C) in French and an Intermediate knowledge (level B) of English language.