

GLOBAL EMERGENCY GROUP

Senior Monitoring, Evaluation and Learning Lead

Closing date 30 Oct 2026

Location: DRC based/home based for DRC nationals

Position Type: Consultancy (40 hours per week)

Length of contract: 3 months with possibility of extension

Compensation: Rates competitive for DRC

Start Date: ASAP

Background

Global Outbreak Response Support (GORS), delivered by Global Emergency Group (GEG) under a cooperative agreement with the U.S. Department of State's Bureau of Global Health Security and Diplomacy (GHSD), provides rapid activation, surge response, and transition support to help countries detect, contain, and recover from infectious disease outbreaks. GORS combines 24/7 operational readiness, regional response hubs, pre-vetted surge personnel, and technical expertise to translate outbreak alerts into coordinated, nationally led response action. The program supports governments and partners through rapid deployment, medical logistics, operational coordination, and transition planning to strengthen national outbreak response capabilities. Founded in 2007, GEG delivers GORS through a global network of regional response hubs, a pre-vetted surge roster, and embedded in-country teams that mobilize within hours of an authorized outbreak response.

Reporting/Communication Lines

The Senior Monitoring, Evaluation and Learning (MEL) Lead reports to the GORS Senior Technical Director Program for GORS work planning, delivery and performance and works in close collaboration with the Program Director, Senior Operations Lead, Senior Public Health Lead, Senior Clinical Lead, A2A Hub Technical Lead, and deployed Response Team Leaders. The position supports learning and reporting requirements across all GORS readiness, activation, response, and transition activities.

Scope of Work

Position Description

The Senior MEL Lead is responsible for developing, implementing, and maintaining the GORS performance monitoring and learning system. The position ensures accurate performance tracking, indicator reporting, data quality assurance, operational learning, and evidence-based decision making across GORS readiness, deployment, response, and transition functions. The Senior MEL Lead supports accountability to GHSD and host-country stakeholders by maintaining reliable performance information, facilitating after-action learning, supporting evaluation activities, and generating actionable insights that strengthen outbreak response effectiveness. In DRC, MEL support covers all four approved country

objectives, including contact-tracing performance and data quality, and the cross-cutting local capability and transition commitments.

The Senior MEL Lead will:

- Develop the GORS Monitoring, Evaluation and Learning framework, jointly with the Senior Technical Director, program team and relevant partners, aligned with approved commitments. Agree definitions, baselines, targets, data owners, sources and collection methods; test and refine tools during exercises and initial activations.
- Establish and manage systems for tracking readiness, activation, deployment, response, transition, and program performance indicators.
- Define time-based indicator start/end points; interpret speed alongside quality, safety and national counterpart feedback. Distinguish GORS outputs and contribution from wider outcomes influenced by external factors.
- Coordinate collection, validation, analysis, and reporting of program performance data from headquarters, regional hubs, deployed teams, consultants, and implementing partners.
- Conduct routine data quality assessments and ensure consistency, completeness, accuracy, and timeliness of reported information.
- Track key performance indicators related to activation speed, operational readiness, deployment timelines, response quality, transition milestones, and expenditure-to-results performance.
- Facilitate reviews and maintain a corrective-action register with owners, deadlines, closure evidence and escalation of overdue actions with technical and operational leads remaining responsible for implementation.
- Support development of readiness assessments, baseline analyses, performance reviews, and independent evaluations.
- Prepare validated performance analysis; coordinate compilation with the Support Officer, expenditure data with Finance and interpretation with technical leads. Document transition benchmarks agreed with national counterparts, accepted handover and outstanding risks.
- Monitor implementation of corrective actions arising from evaluations, simulations, drills, readiness reviews, and operational deployments.
- Support documentation of transition benchmarks, national counterpart capacity strengthening, and handover achievements.
- Ensure compliance with data protection, information management, confidentiality, and donor reporting requirements.
- Provide technical guidance and training to program staff and roster personnel on MEL tools, reporting requirements, and evidence-based learning practices.
- Support adaptive management by identifying trends, risks, bottlenecks, and opportunities for program improvement.
- Coordinate preparation of performance-reporting deliverables in accordance with the approved monthly GHSD reporting schedule and other agreed reporting requirements.

Required Position Qualifications

- A relevant academic or professional qualification in MEL, public health, epidemiology, statistics or a related discipline, or equivalent demonstrated professional expertise.
- At least 10 years of experience in monitoring, evaluation, learning, performance management, information management, or program quality roles.

- Demonstrated experience supporting donor-funded global health, outbreak response, humanitarian assistance, emergency management, or international development programs.
- Practical experience monitoring outbreak response, surveillance or contact-tracing activities.
- Proven experience designing and implementing MEL frameworks, performance indicator systems, and results-based management approaches.
- Experience conducting data analysis, data quality assessments, evaluations, learning reviews, and performance reporting.
- Strong quantitative and qualitative analytical skills.
- Proficiency with data management platforms, dashboards, spreadsheets, and reporting systems.
- Experience supporting field teams operating in emergency, outbreak, humanitarian, or complex operating environments.
- Excellent written communication, reporting, and presentation skills.
- Fluent professional English and professional proficiency in French; additional relevant local languages are assets.
- Demonstrated ability to apply confidentiality, data-protection and information-security principles when handling sensitive health or programme data.
- Demonstrated ability to train and mentor field data collectors and national counterparts in MEL tools, data quality and reporting.
- DRC nationality or a nationality from the African region is a prerequisite.

Desired Position Qualifications

- Experience with USG-funded programmes is desirable. Experience with WHO-supported programmes or other global health security initiatives is also an asset.
- Familiarity with outbreak response monitoring frameworks, 7-1-7 performance approaches, emergency operations, incident management systems, or public health emergency response.
- Experience supporting After-Action Reviews, simulation exercises, organizational learning programs, and adaptive management systems.
- Familiarity with Power BI, Tableau, DHIS2, Go.Data, KoboToolbox, Salesforce, Smartsheet, or similar monitoring and reporting platforms.
- Experience supporting performance management across multiple countries, regions, or complex operational environments.

Competencies/Performance Criteria

- Adheres to and promotes the GEG Way.

Travel Frequency

The Senior Mel Lead will conduct planned travel as required.

Working Conditions

The Senior MEL Lead will work from their home base in the DRC if a DRC national or will be based in the DRC if a national from a country within the region. Working hours will be scheduled within the contracted 40hour weekly allocation, with hours aligned to DRC operations and agreed overlap across relevant time zones. Emergency support will follow agreed activation and backup arrangements. The Senior MEL Lead adheres to GEG security management directives and policies.

Benefits

As personnel dedicated to GORS delivery, the Senior MEL Lead will have access to those Global Emergency Group benefits available in their country's home of record.

About Global Emergency Group

Founded in 2007, GEG is a benefit corporation that supports vulnerable people affected by crisis in more than 52 countries by providing a broad range of humanitarian support services to a wide range of organizations, including the United Nations, the International Red Cross and Red Crescent Movement, donor governments, companies, major international and national NGO's and local communities. Every day, these organizations and communities rely on GEG's emergency response expertise, and on the combined capabilities and dedication of its people to implement strategies, find solutions and seize opportunities to assist the world's most vulnerable people.

Global Emergency Group is committed to being an equal opportunity employer and recruiting people of diverse backgrounds and experiences. GEG does not discriminate on the basis of race, religion or belief, color, gender, sex, sexual orientation, marital status, family structure, age, medical condition, disability, ancestry, national origin or ethnic group. All recruitment decisions are made on the basis of qualifications, merit and business need.

How to apply

Please send your motivation letter and CV **in English to talent@globalemergencygroup.com no later than 30 October 2026, with Senior Monitoring, Evaluation & Learning (MEL) Lead - GORS as the subject title of your email.**