

Advert – April 2026

- **Do you want to do work that really matters? Help us end avoidable blindness**
- **Full time role based in Kigali, Rwanda.**
- **Closing Date: 11 May 2026**

## ABOUT THE FRED HOLLOWES FOUNDATION

The Fred Hollows Foundation is an international development organisation working to prevent blindness and restore sight. We continue to carry on the legacy of Professor Fred Hollows, who believed every person had the right to quality eye care, no matter where they live. The Foundation is known around the world as an organisation that works with purpose and determination. With a reputation for excellence, we are well known for making change happen.

The Foundation has grown to work in more than 25+ countries throughout Africa, South Asia, Southeast Asia, the Middle East and the Pacific, as well as Australia. The Foundation has restored sight to more than 3 million people worldwide. We have an ambitious five-year strategic plan that aims to take us even closer to realising our vision of a world in which no person is needlessly blind, or vision impaired and Indigenous Australians exercise their right to sight and good health. To find out more about our work, please visit our website <https://www.hollows.org>

## THE OPPORTUNITY

The Monitoring, Evaluation, Research and Learning (MERL) Manager provides strategic and technical leadership for all Monitoring, Evaluation, Research, and Learning functions across programmes. The role ensures the generation and use of high-quality data and evidence to support adaptive management, strengthen accountability, demonstrate results, and improve programme effectiveness.

The MERL Manager serves as the organisational authority on M&E, leading systems, standards, learning practices, and evidence of use in line with organisational priorities, donor requirements, and national frameworks.

## KEY RESPONSIBILITIES

- Lead the design, implementation, and continuous strengthening of M&E frameworks, tools, and systems aligned with organisational strategy, donor requirements, and national standards.
- Oversee high-quality data collection, analysis, and use to track performance, inform decision-making, and support adaptive programme management.
- Coordinate and support evaluations, operational research, and implementation of research to generate actionable evidence for programme improvement and scale.
- Embed structured learning, reflection, and review processes within programme cycles to drive evidence-based adaptation and improvements.
- Establish systems to capture, document, and share lessons learned, good practices, and programme knowledge.
- Strengthen accountability mechanisms, including community feedback systems and participatory monitoring approaches.
- Ensure data quality, ethical standards, and compliance across all MERL and program activities.
- Provide technical leadership, guidance and capacity strengthening staff and implementing partners on MERL methods, tools, and evidence of use.

- Collaborate with government, partners, and communities to align MERL approaches and strengthen joint learning and accountability.
- Lead overall coordination and quality assurance for project reporting processes to ensure high-quality, timeliness, accuracy, and consistency across all project's reports.
- Lead the preparation of high-quality MERL inputs for donor reports, management briefs, reviews, and evaluations.
- Develop clear dashboards, summaries, and visuals to communicate results, trends, and learning.

#### WHAT YOU'LL NEED TO SUCCEED

- Bachelor's degree in Monitoring & Evaluation, Public Health, Development Studies, Social Sciences, Statistics, or related fields. Master's Degree would be a plus.
- 5–7 years of progressively responsible experience in Monitoring, Evaluation, Research and Learning (MERL) within development or humanitarian contexts.
- Proven experience designing, implementing, and strengthening robust M&E systems for complex or multi-sector programmes.
- Demonstrated experience supporting evaluations, operational research, and learning processes that inform programme improvement and strategic decision-making.
- Strong track record of working with donor-funded programmes, including managing donor reporting, compliance, and accountability requirements.
- Experience working with a range of stakeholders, including government, implementing partners, and communities, to align M&E approaches and priorities.
- Strong interpersonal skills with proven ability to influence and provide functional leadership across diverse teams.
- Strong technical expertise in MERL methodologies, tools, and systems.
- Excellent analytical skills, with the ability to translate data into actionable insights.
- Proven ability to provide technical and functional leadership without direct authority.
- Strong facilitation, communication, and capacity-building skills.
- Effective collaboration and stakeholder engagement skills.
- High standards of data quality, ethics, and accountability.
- Proficiency in data collection and visualisation platforms such as Kobo, DHIS2, Power BI, or similar.

#### How we recognise your contribution

Through our internal programs and employee benefits we aim to create an environment where you will feel supported and empowered. Whether your focus is on continuous learning, professional development or finding an environment which enables you to thrive while balancing family or personal commitments, we have a range of programs in place to support you.

[To find out more about our benefits click here](#)

#### APPLICATIONS

Please apply directly using the "Apply" button. Your application should include a CV and, preferably, a cover letter that outlines your interest in the role and addresses the key criteria listed in the "Key Responsibilities", and "What you need to succeed" sections of the advertisement.

**Applications Close:** 11 May 2026

*The Fred Hollows Foundation is committed to protecting the rights of children and community partners in all areas where we work. Applicants are advised that The Foundation reserves the right to*

*conduct police checks, and other screening procedures to ensure we maintain and promote a child safe environment, as well as to protect The Foundations reputation and values. In addition, The Foundation reserves the right to verify qualifications and credentials of applicants as part of our recruitment and screening processes.*

***Please be advised:***

1. Fred Hollows Foundation will never ask for a fee during any stage of the recruitment process.
2. All active roles are advertised directly on our website [here](#).
3. Please note we will not be accepting CVs via agencies for this role.