



## ***External Vacancy***

**Monitoring, Evaluation, Accountability  
and Learning (MEAL) Advisor  
Catch Up/TaRL  
*Lusaka Office***

*Deadline for applications: 13th May 2024*

***VVOB is an international NGO with programmes and projects in 10 countries worldwide. Our head office is based in Brussels, Belgium.***

*When you join VVOB, you become a key player in VVOB's mission to ensure quality education as a key enabler for achieving the sustainable development goals. We implement our programmes and projects with one shared passion: to ensure the improvement of quality education. Our teams of national and international experts achieve this by providing technical assistance to governmental and other education actors. In doing so, worldwide we ensure capacity building of governmental and other education actors.*

*We are looking for a **MEAL advisor** who will operate from **Lusaka Office in Zambia**, to contribute to the remedial learning interventions in the Catch Up/Teaching at the Right Level (TaRL) Project in Zambia. Do you want to take on this challenge? Then continue reading!*

## **VVOB in Zambia**

In Zambia, VVOB is working in partnership with the Ministry of Education (MoE). We are building capacity on Early Childhood Education (ECE), Digital school program (DSP) and Teaching at the Right Level (TaRL).

The evidence-based TaRL approach helps learners in Grades 3, 4 and 5 to develop basic reading and numeracy skills. TaRL (or Catch Up - as it is known in Zambia) now reaches more than 5500 primary schools and close to 300.000 learners spread over 9 provinces.

Our ambition is to support MoE in scaling the 'Learning through Play', 'Emergent Literacy' and 'Teaching at the Right Level' work. We are also working with government to support out of school adolescents through the digital school program.

## Catch Up/Teaching at the Right Level (TaRL):

The evidence-based Teaching at the Right Level (TaRL) approach, pioneered by Pratham in India, helps learners develop basic reading and numeracy skills. It has been evaluated and proven to be effective by many randomized evaluations. In a TaRL classroom: learners are assessed on basic reading and numeracy using a simple tool; grouped by learning level, rather than by grade, for a dedicated time when they focus building foundational skills through activities and materials appropriate for each group. As learners progress, they move to the next learning group and continue to grow.



In Zambia, the TaRL approach is known as “Catch Up” and was piloted by MoE in 2016-17 with support from partners, including VVOB. It is currently being implemented by MoE in more than 4000 primary schools across Zambia, with support from several partners. MoE has an ambition of making Catch Up/TaRL a national remedial teaching programme.

## You will:

- You take the lead in monitoring and evaluating the Catch up! sustain and scale Project effectively and you ensure lessons are drawn, documented, and disseminated to inform on-going implementation and future programming.
- Provide clear guidance and quality assurance over M&E processes in Catch Up.
- Lead data analysis and dissemination. You will analyse Catch Up data and share key insights with MoE and the VVOB team on the successes, challenges, lessons learnt and highlight areas that require urgent attention
- Quality assure the assessment data content for provincial and district reflection meetings and troubleshoot as necessary.
- Work with MoE counterparts, Planning departments to continually refine monitoring tools, response mechanisms and reflection systems.
- Pilot new measurement ideas & conduct regular school visits to assess effectiveness.
- Facilitate M&E for learning within the Catch-Up implementation team and coordinate with team members on learning objectives and future research projects.
- Summarize findings from the data to report the achievements and areas of strengthening of the Catch-Up programme to donors and other stakeholders.
- You provide coordination, technical support, and advice to VVOB Program Coordinators, Advisors and MoE in planning of Catch Up! Sustain and Scale activities.
- You ensure capacity development on MEAL Processes and Procedures for VVOB and MoE staff at all levels (Provincial, District, Zone and school) according to the needs identified in the use and access Catch up data for targeted support and decision making.

## If you're our MEAL advisor, your workweek at the office will include the following highlights:



- ✓ In the regular online Catch Up project team meeting you brief the team on key findings and issues arising from assessments (Baseline, Midline and Endline), highlighting where the team needs to follow up.
- ✓ You develop a new tool for collating data on trainings. You meet with VVOB and Ministry of Education colleagues to take them through the new tool. You get their feedback and adjust the tool.
- ✓ You attend a Provincial and district review meeting to learn about the learning outcomes in the Province and district and the challenges faced during data collection
- ✓ Lunch! A perfect time to nurture relationships with VVOB colleagues and have an informal exchange on best practices.
- ✓ You organize a training for PRCCs, DRCCs and planners on interpreting learning outcomes data and using it for monitoring plans. You develop case studies for hands-on practice during these trainings.
- ✓ You are on a call with DRCCs to explain the data verification process during midline.
- ✓ You prepare and present national data on learning outcomes to a team of donors.

# Who are you?

This is a national position, open to Zambian Nationals

## Your expertise and experience

- Master's degree in a relevant subject (e.g. social sciences, statistics, demography, international development, research, policy) or equivalent field experience.
- 3 years demonstrable experience in a similar position in Monitoring, Evaluation Accountability and Learning; experience in projects strengthening government systems and structures or projects in the education sector is an asset.
- Demonstrable experience with the development of indicators, the use of M&E tools and implementation of M&E processes, including data collection techniques and methodologies, data collection and analysis.
- Knowledge and/or experience with monitoring learning outcomes at early childhood education level is an added advantage.
- Experience with data collection and quantitative analysis methods and tools, especially MS Excel and KoboCollect/SurveyCTO/ODK. Knowledge of Stata and PowerBI/Tableau is a plus.
- Ability and willingness to travel frequently.
- Experience with working in a multicultural team.
- Language skills: Fluent in English.

## Matching competences

*VVOB core competences:*

- Results orientation
- Continuous improvement
- Cooperation

*Function specific competencies:*

- Creativity Development oriented 360° empathy
- Communication skills
- Problem analysis and judgement



## *What we're offering:*

- A full-time contract up to August 2025.
- 25% gratuity at year's end
- In-patient and out-patient medical package for you and your legal dependents (as proven by marriage certificate and birth certificate(s))
- Education allowance for your legal children
- Transport allowance and housing allowance in line with the Zambian employment legislation
- Supportive environment enabling continuous professional development
- An opportunity to work in a very well liked, evidence-based project aimed at ensuring that learners across Zambia acquire foundational literacy and numeracy skills !

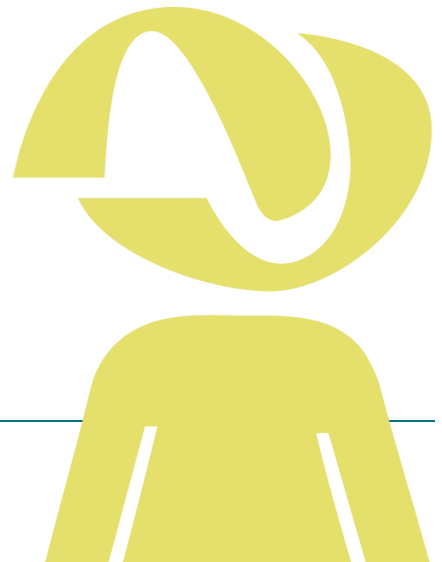
### **What's next?**

Your motivation letter and a detailed CV are expected to be sent by e-mail no later than 13<sup>th</sup> May 2024 to [recruitmentzambia@vjob.org](mailto:recruitmentzambia@vjob.org).

Shortlisted candidates will take a written test, go through an interview process and reference checks, before a final offer.

VVOB firmly believes that quality education can only be achieved if equity is ensured. Qualities of people prevail, regardless of age, gender, ethnicity or disability.

Is this not exactly the job you are looking for? Please have a look at our other vacancies at: <https://www.vjob.org/en/vacancies>.





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