



JOB ADVERTISEMENT: Monitoring and Evaluation Officer

Organization: IMPACT Kenya

Position: Monitoring and Evaluation Officer

Project: Women's Economic Empowerment and Resilience in Pastoralist Communities (WEERESP+)

Duty Station: Nanyuki, Kenya (with extensive field travel across project counties)

Contract Type: Fixed term, 12 months with a possibility of renewal

Reports to: Project Manager

Application Deadline: 30th January 2026

Project Overview

WEE-RESP+ is a pastoralist women-focused project within IMPACT Kenya designed to revitalize the goat milk value chain across Laikipia, Samburu, Isiolo and Marsabit counties through community-organized aggregation, value addition, and formal market linkages, anchored in a women-owned cooperative model.

The project adopts a holistic and gender-transformative approach, integrating secure and expanded land rights, improved nutrition outcomes, climate-adaptive strategies, and strengthened public-private partnerships to enhance resilience, and promote sustainable livelihoods in pastoralist communities.

WEE-RESP+ is a systems-based approach that integrates:

- Community-led and locally co-designed implementation
- Strengthening women's economic agency and leadership
- Indigenous knowledge and culturally grounded solutions
- Evidence-based decision-making
- Entrepreneurship and innovation
- Expansion of public-private partnership approaches to strengthen market access, service delivery, and sustainability
- Improved nutrition and household food security outcomes
- Climate-adaptive and environmentally sustainable practices
- Secure and expanded land and resource access
- Strengthened public-private partnerships for market access and sustainability

Role Summary

WEE-RESP+ is seeking a detail-oriented and results-focused Monitoring and Evaluation (M&E) Officer to lead the design, implementation, and coordination of the project's monitoring, evaluation, and learning systems. The role will ensure robust tracking of results, support adaptive management, and strengthen accountability to communities, partners, and donors.

The M&E Officer will work closely with project and research teams to embed participatory, gender-responsive, and context-appropriate M&E approaches across all components of the project.

Key Responsibilities

- Design, implement, and manage the project's M&E framework, indicators, tools, and data systems.
- Lead and coordinate baseline, routine monitoring, midline, and endline processes.
- Ensure data quality assurance, validation, and timely reporting.
- Track project progress against results frameworks, log-frames, and donor requirements.
- Integrate participatory and gender-responsive M&E approaches aligned with pastoralist contexts.
- Support learning, reflection, and adaptive management through analysis and feedback loops.
- Produce high-quality M&E reports, dashboards, and learning products.
- Support accountability and feedback mechanisms with communities where applicable.

Qualifications

- Bachelor's degree in Monitoring and Evaluation, Development Studies, Social Sciences, Statistics, or a related field. Master's degree in the same field will be an added advantage.
- Demonstrated experience in M&E for development, resilience, or livelihoods programmes, preferably in rural or pastoralist contexts.
- Data collection skills, analysis, visualization and presentation skills
- Proficiency in using STATA or R for data management and analysis is strongly recommended.
- Strong understanding of results-based management and donor reporting requirements.
- Experience with participatory and gender-responsive M&E approaches.
- Fluency in Maa, Swahili, and English is strongly preferred.
- Data protection and handling certificate.

Core Competencies

- Results-based monitoring and evaluation
- Data analysis and reporting
- High attention to detail and data quality
- Strong organizational and coordination skills
- Stakeholder engagement and communication

How to Apply

Interested candidates should submit a CV and cover letter outlining relevant experience and motivation to recruitment@impactkenya.org by 30th January 2026. Only shortlisted candidates will be contacted.