



**Consultancy Title:** *Changing the Way We Care* Monitoring, Evaluation, Accountability and Learning (MEAL) Senior Advisor – Short Term Technical Advisory (50% time – may be adjusted depending on work demand)

**Reports To:** *Changing the Way We Care* Technical Director

**Employed By:** Maestral International

**Start Date:** June 2018 (negotiable)

### **About *Changing the Way We Care***

*Changing the Way We Care* (CTWWC) will activate and amplify a global movement, operationalized at global, regional and country levels, to prevent children from entering institutions and to place institutionalized children in safe and nurturing families. The program addresses the substantial harm of institutional care to children’s development, protection, and well-being, and promotes positive outcomes for children through family-based care. Catholic Relief Services (CRS), Lumos, and Maestral International (the “consortium”) launched CTWWC in mid-2016 in response to a call for proposals by the MacArthur Foundation under its [100&Change](#) competition. CTWWC was recognized as a finalist in this competition, and while not ultimately selected as the final winner, the MacArthur Foundation made an initial commitment of \$15M award towards launching the initiative. A resource mobilization strategy is underway to raise funds to ensure the full program can be implemented.

CTWWC has three main components: (1) *Governments promote family care* through improvement and uptake of policies, investment in social workers, therapists, and other social service staff and the national and community systems that serve vulnerable children and families; (2) *Children stay in or return to families* through family strengthening that includes the voice of children, community engagement, and transitioning institutions to family support initiatives; and (3) *Family care promoted globally*, through global, regional and national advocacy to advance policies, best practices and redirection of resources by multi-lateral, bi-lateral, corporate, philanthropic, faith-based and secular organizations and individuals, increasing the demand from other countries to support family care. The global effort will use learning and evidence from CTWWC demonstration countries, as well as other countries going through similar reforms to influence policies and practice that leads to redirection of funding to support family care over institutions.

The CTWWC Global Team will be primarily based in CRS’ headquarters offices in Baltimore, Maryland, with some remote staff as needed. The CRS Baltimore-based global team will provide support to the demonstration countries as well as overall leadership for global CTWWC activities.

### **Job Background/Summary:**

The CTWWC Monitoring, Evaluation, Accountability and Learning (MEAL) Director will be responsible for CTWWC’s contribution to the global evidence base on children outside of family care and care reform.

There are three key focal areas for this position. The first is to develop and oversee implementation of a CTWWC global evidence-building agenda. The second is to establish a theory of change and a set of core common indicators to be monitored and evaluated by all partners and in each country program, as well as any additional country-specific indicators that are needed. The third is to help CTWWC implementing partners in the demonstration countries to *build capacity* to sustain effective, appropriate and efficient monitoring, evaluation and learning systems after the conclusion of the project.

Much of the country level technical assistance and training will be provided by advisors retained by CTWWC. The MEAL Director will work in coordination with other key CTWWC staff and advisors, including those managing the technical work, advocacy, and behavioral change communications. S/he will also be the focal point for linking the MEAL outcomes to CTWWC's country specific, regional and global advocacy and communications efforts.

### **Overall Responsibilities:**

Responsibilities include:

- Oversee the development and implementation of an evidence building strategy for CTWWC, including identification of key gaps in our global knowledge base and specific activities (across all evidence, learning and knowledge platforms, from technical briefs to tools to peer-reviewed research) that CTWWC will support during its implementation;
- Develop in conjunction with interested CTWWC partners, and in alignment with current global data initiatives, a set of "core" baseline indicators that will be monitored in all CTWWC demonstration projects – these indicators will ideally serve as a resource for non-CTWWC projects that are engaged in care reform, so a common platform can be utilized for tracking and evaluating the impact of these projects;
- With demonstration country partners, identify additional regional and country specific indicators that need to be tracked along with the "core" indicators above, and oversee agreement on a MEAL plan for each country;
- Develop and oversee implementation of a capacity strengthening plan (organizational development, technical assistance, training and resources) that aims for each demonstration country to be able to manage and administer MEAL independently after project close, working with country partners to build in-country capacity;
- Identify opportunities for building on and leveraging existing monitoring, evaluation and evidence building programs globally, regionally and in CTWWC demonstration countries;
- Oversee monitoring and evaluation of the advocacy and behavioral change communications work of CTWWC, including, as possible, indicators on changes in resource allocation (public and private);
- Identify and support strategies for strengthening feedback mechanisms from program/project learning to project activities, and promotive of beneficiary engagement;
- Identify and support strategies to strengthen the use of technology in MEAL programming;
- Identify, recruit and supervise individuals with technical expertise who may be available for short and long-term assignments to support the MEAL agenda, including those working at the country level;
- Develop and support implementation of quality control mechanisms for CTWWC MEAL activities;
- Ensure all MEAL activities include participatory mechanisms (family, child and youth consultation, consultation with key beneficiaries, etc.)
- Develop effective and collaborative working relationships with key stakeholders, including GDA

- counterparts and colleagues, strategic partners, government officials, and outside agencies;
- Ensure CTWWC MEAL systems are in compliance with donor reporting requirements and standards, and oversee the submission of project information needed for donor reporting;
  - Represent the project in global, regional and country technical working groups, meetings and conferences related to care reform, family and community strengthening and child welfare and protection system strengthening;
  - Participate in project leadership meetings and discussions as needed; and
  - Coordinate and ensure appropriate involvement of implementing partners in MEAL activities.

**Consortium-wide Competencies:** *These are rooted in the mission, values, and guiding principles of CTWWC and used by each staff member to fulfill his or her responsibilities and achieve the desired results.*

- Serves with Integrity
- Models Stewardship
- Cultivates Constructive Relationships
- Promotes Learning

**CTWWC Core Values:**

- ***Child-focused.*** Children always come first in our work. We place the rights and needs of children and their safety, protection, and well-being and the center of everything we do.
- ***Accountable.*** We take responsibility for our actions when carrying out our programs, exercising great care in the use of our resources and seeking to deploy them to maximum effect, always considering the consequences and impact on children.
- ***Transformative.*** We support change to create a positive and sustainable difference to the lives of children, and transformation that brings lasting benefits.
- ***Inclusive.*** We aim to ensure access to opportunities for everyone. We endeavor to operate in open and honest ways in both our internal and external relationships, developing and delivering flexible approaches that address the needs of all. We involve young people both in matters that affect them and in our advocacy activities.

**Supervisory Responsibilities:**

The MEAL Senior Advisor may oversee relevant technical staff recruited on a short and longer-term basis.

**Key Working Relationships:**

**Internal:** CTWWC Executive Director; CTTWC advocacy team, CTWWC fundraising team, CTWWC behavioral change communications team, CTWWC Technical Director, President, Maestral International  
**External:** MacArthur Foundation and other core donors; USAID Global Development Alliance members; partners; regional and country teams; other key stakeholders

**Personal Skills:**

- Excellent interpersonal skills in cross-cultural settings
- Ability to work effectively in a team-oriented environment
- Ability to adapt flexibly to changing demands
- Strong ability to multi-task, prioritize and meet deadlines

**Skills, Qualifications, and Experience:**

- Master's Degree in relevant field
- At least 10 years of work experience in designing, implementing, and managing MEAL activities

and programs, preferably in the field of care reform, child welfare and protection and related indicators and data;

- Excellent knowledge of global child protection and care reform conventions and instruments;
- Experience with developing child protection monitoring and evaluation systems;
- Proven track record of planning, managing, and leading research internationally and of contributing to global dialogues on research;
- Proven track record in planning, managing and producing high level pieces of research, with the purpose of providing evidence to change attitudes and behaviours of stakeholders who are resistant to change;
- Proven track record in playing a leadership role in an organisation and represent it externally, with the gravitas to work with and influence governments, donors and/or partner organisations;
- Knowledge and experience in quantitative and qualitative research, especially in child protection and care reform;
- Awareness of platforms for using ICT for data collection (with the ability to oversee experts in this area);
- Solid knowledge of global care reform, child welfare and protection frameworks;
- Demonstrated ability in technical assistance and capacity building;
- Ability to represent CTWWC externally with partners from governments, development partners, academia, NGOs, donors, faith leaders, and other stakeholder groups;
- Strong leadership skills;
- Fluency in a second language – French and/or Spanish – preferred;
- Strong relationship management skills; and
- Ability to travel extensively

**Disclaimer:**

This job description is not an exhaustive list of the skills, efforts, duties and responsibilities associated with this position.

*ALL APPLICANTS MUST BE LEGALLY AUTHORIZED TO WORK IN THE U.S. AT THE TIME OF APPLICATION. ANY RECRUIT MUST AGREE TO SIGN AND ADHERE TO MAESTRAL INTERNATIONAL'S CHILD PROTECTION POLICY BEFORE APPOINTMENT.*

**EOE/M/F/D/V**