



Job Title: Monitoring, Evaluation and Research Lead (**Re-Advertised**)

Organization: Programme for Accessible Health, Communication and Education (PACE)

Duty Station: Kampala, Uganda

Duration: Full Time

Reports to: Executive Director

About PACE: Programme for Accessible Health, Communication and Education (PACE) is a leading Ugandan indigenous nonprofit organization that has, for over a decade, pioneered market-based solutions for improved health outcomes. PACE works at the intersection of private sector innovation, community empowerment, and evidence-based health interventions to deliver transformative impact in Malaria, HIV/AIDS, Family Planning, Maternal and Child Health, Adolescent Health, Sanitation and Non-Communicable Diseases (NCDs). With a strong footprint across Uganda for over two decades, PACE has supported national policy formulation through systems thinking, operational research, and stakeholder engagement, building community structures that remain active and trusted to this day. Its contribution to Uganda's health sector includes mobilizing millions through behavior change campaigns, improving access to quality health commodities, and strengthening public-private partnerships.

Despite reduced donor funding, PACE remains deeply committed to rebuilding and reimagining its role in health development, driven by a core belief: everyone deserves access to quality, affordable healthcare. We are ready to continue doing what we do best partnering with communities, inspiring innovation, and leading local solutions with global impact.

Position Overview

The Monitoring, Evaluation and Research Lead will provide strategic leadership and oversight of MEAL systems at PACE. With a strong focus on strengthening Ministry of Health (MoH) M&E systems through active engagement at both national and sub-national levels. The role ensures the generation and utilization of high-quality data, evidence and learning to drive

program performance inform adaptive management and strengthen accountability to stakeholders including donors and communities in alignment with PACE's mission and values.

Key Responsibilities

1. Strategic Leadership & MEAL Systems Strengthening

- Lead the design, development, and implementation of robust MEAL frameworks, systems, tools, and periodic workplans across all projects.
- Establish and maintain standard operating procedures (SOPs) and quality assurance mechanisms for data management and reporting.
- Ensure alignment of project MEAL systems with national policies, donor requirements and PACE standards.
- Drive innovation and digital transformation in MEAL, including administration and optimization of platforms such as DHIS2 and Open Data Kit (ODK).

2. Performance Monitoring & Reporting

- Oversee routine monitoring of project activities, outputs, outcomes, and impact against established indicators and projections.
- Ensure timely production of high-quality periodic reports for both internal and external stakeholders.
- Develop dashboards and data visualization products to support decision-making at all levels.
- Initiate and manage departmental performance management mechanisms in accordance with PACE policies.

3. Research, Evaluation & Learning

- Provide technical oversight in the design and implementation of operational research, evaluations, and assessments.
- Ensure compliance with ethical standards and research best practices.
- Lead advanced quantitative and qualitative data analysis and synthesis.
- Translate findings into actionable insights, policy briefs, learning products, and strategic recommendations.
- Promote a culture of continuous learning through innovative knowledge-sharing forums.

4. Adaptive Management & Strategic Influence

- Support program teams to interpret and apply MEAL findings to improve implementation and strategic planning.
- Generate evidence-based marketing and programming recommendations.
- Contribute to proposal development by designing strong MEAL components, results frameworks, and performance indicators.
- Ensure value-for-money analysis and performance optimization across projects.

5. Capacity Building & Stakeholder Engagement

- Build the technical capacity of staff, partners, and stakeholders in MEAL principles, tools, and data use.
- Mentor and coach MEAL team members to strengthen technical and leadership competencies.
- Maintain effective collaboration with government entities (including Uganda MoH), donors, research institutions, and implementing partners.

6. Risk Management & Compliance

- Proactively identify, assess, and mitigate programmatic and operational risks affecting project objectives.
- Develop and implement risk response and mitigation plans.
- Ensure compliance with donor regulations and organizational policies.

Qualifications

- Master's degree in social sciences, M&E, Statistics, Public Health, International Development, or related field.
- Postgraduate qualification in Monitoring & Evaluation.

Experience

- 5–7 years of progressive MEAL leadership experience in a multi-project, donor-funded environment.
- Experience in the health sector, including gender and other health determinants.
- Strong familiarity with the Ugandan health system and experience working with the Ministry of Health.
- Experience working with major donors including US and UK Governments, CIFF and Gates Foundation.
- Proven experience in DHIS2 administration and configuration of tracker programs.
- Experience with participatory and community-based monitoring approaches.

Technical Competencies

- Strong quantitative and qualitative research and analytical skills.
- Proficiency in statistical software, qualitative analysis software, and data visualization tools.
- Advanced MS Office skills.
- Ability to utilize DHIS2 systems.
- Knowledge of research ethics and evaluation best practices.
- Strong understanding of risk assessment methodologies and mitigation strategies.

Why Join Us?

At PACE, we believe in people-powered solutions. You'll join a dynamic team that values: Transparency and Accountability, Innovation and Creativity, Recognition and Reward, Teamwork and Open Communication & Speed and Efficiency

We're also deeply committed to an environment where every individual can thrive by upholding PACE's policy on Equity, Diversity and Inclusion and uphold the highest standards of Safeguarding and Child Protection.

Be part of a renewed movement to build back better, lead with evidence, and deliver health with dignity to those who need it most.

PACE – Local Solutions. Lasting Impact.

Prospective candidates are kindly requested to complete the application form available at <https://pace.qedhrm.com/careers> and attach the following.

1. Updated Curriculum Vitae.
2. Cover letter with inclusion of your salary expectation addressed to the Human Resources and Safeguarding Lead.
3. Certified academic documents.

Please note, all attachments should be in PDF format.

The deadline for receiving applications is Tuesday, June 2nd, 2026.

Applications received will be reviewed on a rolling basis, so we encourage you to submit your application as soon as possible.

Only shortlisted candidates will be contacted.

Applicants who responded to the previous advertisement are not required to reapply.

Persons with disabilities are highly encouraged to apply

Explore our work: www.pace.org.ug