Position: Deputy Manager/Manager, Monitoring, Evaluation, and Learning

Location: Dhaka, with some travel

Reporting to: Director, Development

Start Date: Immediately

Employment Type: Permanent

App Deadline: Rolling

About Teach For Bangladesh

Teach For Bangladesh (TFB) believes that every child in Bangladesh, regardless of socioeconomic circumstance, deserves the opportunity for an excellent education. Our mission is to launch a movement of capable, committed, and compassionate leaders who share our vision of an equitable Bangladesh and are working tirelessly inside and outside the nation’s classrooms to expand educational opportunities for all children.

Our flagship Fellowship program enlists highly talented graduates to spend two years teaching full-time in low-income schools. During that time, we train and support Fellows as they expand the academic achievement, access and aspirations of their students. The program also prepares Fellows to become lifelong leaders, who will spearhead systemic change across a diverse array of sectors in Bangladesh. In 2020, the program consists of more than 100 Fellows, teaching in 50 under-resourced schools in Dhaka and Chattogram cities, directly impacting over 5000 disadvantaged students. In addition, we currently have more than 120 alumni who have completed the Fellowship and are continuing to drive impact from beyond the classroom. Learn more about us at www.teachforbangladesh.org.

Teach For Bangladesh is a partner of Teach For All—a network that consists of 54 independent organizations around the world who share a commitment to educational equity in their countries and a belief in the power of collective leadership to achieve equity. Learn more about the Teach For All network at www.teachforall.org

Position Summary

At Teach For Bangladesh, we believe that every child, regardless of socio-economic background, deserves the opportunity for an excellent education. Since 2012, through our two-year Fellowship and the alumni who complete our program, we have been building a movement of leaders with the knowledge, mindsets, and skills to drive our educational system towards greater equity for all children. To help us achieve our vision, we are looking for a proactive Manager, Monitoring, Evaluation, and Learning to take ownership of and continue strengthening organization-wide data systems that track progress against our short-term and long-term strategic goals.

Working in sync with all functional teams, the Deputy Manager/Manager, Monitoring, Evaluation, and Learning will lead our data collection, analysis, visualization, and reporting efforts to quantify and illustrate our organizational impact. Furthermore, s/he will also work in close collaboration with the Director, Development in developing a robust Monitoring and Evaluation (M&E) and data ecosystem. This challenging role is an exciting opportunity for someone who is invested in building new projects and systems and is inspired by the integral role of data in driving decisions directly impacting the lives of children and communities in Bangladesh.

Major Responsibilities

- Plan, coordinate, and execute data collection, verification, and analysis across Teach For Bangladesh’s functional teams
- Set up and manage systems that service requests for data from teams such as the fundraising, recruitment, and leadership development teams in a timely and efficient manner
- Help build a robust base of evidence across Teach For Bangladesh’s program model and long-term theory of change
- Provides strategic support to functional team leads from TFB’s program spectrum (Recruitment, Training or Leadership Development, Alumni), Human Resources, and Partnership Development in setting up and executing M&E practices across the organization
● Collaborate with functional teams and senior management to facilitate data-driven decision making across the organization
● Design and facilitate training, meetings, mentoring sessions with the staff, Fellows, alumni and other stakeholders to develop data literacy, collection, and analysis skills
● Identify, collect, and generate stories of impact from Fellows, students, and communities
● Communicate progress towards strategic goals in a clear, actionable, and timely manner to key staff, senior management, and CEO, as needed
● Support Development team in drafting funding applications with primary and secondary data and project M&E plans and in reporting to donors and partners
● Build TFB’s research agenda and support in identifying opportunities, developing proposals, and executing research projects with support from Teach For All and external research partners
● Continually develop and implement data collection, verification, analysis, and monitoring and evaluation best practices, working with the Teach For All network and local and global partners

Key Skills & Competencies
● Strong conviction that every child in Bangladesh, regardless of socioeconomic background, can learn and achieve extraordinary results
● Deep understanding of and alignment to our mission, vision, culture, and core values
● Strong analytical, evidence gathering, analysis, and research capabilities
● Advanced Microsoft Excel, Google Spreadsheet, Powerpoint skills
● Exposure to building data and MEL systems
● Project management and organizational skills and ability to juggle multiple projects
● Operate effectively both independently and as part of a team in a high-intensity environment
● Stakeholder management and communication skills, ability to manage up to senior leaders and across to lateral peers
● Knowledge of CRM system like Salesforce, database systems, and some exposure to statistical tools like SPSS/ STATA preferred
● Exposure to data visualization tools such as POWER BI or Tableau preferred
● Ability to travel in Bangladesh and internationally; flexibility to work occasional evenings and weekends

Educational Qualifications, Language Requirements & Experience
● Bachelor’s degree in relevant discipline from a reputable local or foreign university
● A postgraduate degree is preferred, but not essential
● Two years or more of work experience in relevant roles in the development sector
● Strong verbal and written communication skills in English
● Proficiency in written and spoken Bangla strongly preferred

Compensation and Benefits
Salary is competitive in the Bangladeshi context. Benefits include festival bonus (2 per year), medical insurance, 24 days of annual leave (accrued over a year), 8 days of sick leave, and opportunities for training and travel (see below). There is plenty of opportunity for professional development and mobility within the organization, as well as access to professional development through the global network Teach For All.

How to Apply
Please email your resume and a one-page cover letter to careers@teachforbangladesh.org. Please indicate the position applied for in the subject line of your email. Your cover letter should be no longer than one page and answer the following questions:

● Why are you interested in Teach For Bangladesh?
● What compelled you to consider this specific position?
● What strengths/experience would you bring to this position?

Please note that only short-listed candidates will be contacted.