

Monitoring & Evaluation Coordinator

Summary of the Organization

Malnutrition is one of the greatest barriers to the world's poorest escaping poverty. The 900 million people in Africa and Central America who eat corn daily are some of the most affected, with nearly half of Guatemala's children suffering from stunted growth. Semilla Nueva launched the world's first social enterprise dedicated to the development, production, and sale of more nutritious, biofortified corn seed directly to small farming families. Farmers buying our seed increase their yields and incomes, while improving the diets of hundreds of thousands— and someday millions—of the world's poorest consumers. It's a scalable, sustainable way to give farming families what they most want, while providing malnourished children with what they most need. Our goal is to prove this model in Guatemala while improving the incomes of tens of thousands of families and the diets of millions of Guatemala's poorest, before expanding the model through Central America and Sub-Saharan Africa. At Semilla Nueva, we're obsessed with impact at scale.

In 2018, our first year of sales, our seed took 1.3% of the Guatemalan seed market with nearly 2,000 families purchasing. By 2019 we reached nearly 5,000 families — covering more of our organization's costs through sales, while we deeply invest in impact evaluation, new seed development, and collaborations to scale our seeds internationally.

We're a hybrid social enterprise (non-profit owns a for-profit company) of 23, mostly Guatemalan, staff. We work with some of the world's leading scientists at organizations such as CIMMYT, Harvest Plus, and universities like Purdue, Iowa State, Tufts, and Harvard. Our donors include some of the most prestigious in the space of impact philanthropy, including Cartier Philanthropy, Mulago and the U.S. Government. Our seeds are based on conventional breeding (non-GMO), although we are not opposed to well-tested biotechnology. Our work has led to rapid growth and international recognition, including an Ashoka fellowship, Mulago fellowship, and Forbes 30 under 30 for our founder.

Our team shares a common background. Whether from the private sector or NGO world, we have seen that most international development projects fail because they don't focus on finding the intersection of what the world's poorest want and what they most need. We're looking for new team members who are smart, hungry, and humble—and who are just as obsessed with innovative ways to end world poverty as we are.

Summary of the position

We are hiring a Monitoring and Evaluation (M&E) Coordinator to oversee strategy for our impact assessment, monitoring, and evaluation activities. Over the last three years we have continually refined and strengthened our data collection practices ranging from marketing analyses to home consumption surveys. Our next level of growth will depend on a refined and high-quality strategy to measure our corn's economic and nutritional impact. The M&E Coordinator will be responsible for designing and executing this strategy in partnership with our operations team. He/she will significantly shape the direction of Semilla Nueva's impact evaluation as we grow in both scale and quality. The Coordinator will be a critical member of the Development Team, translating data into compelling external materials such as reports and applications as well as leading fund research process for grants specifically related to impact evaluation.

The position will require collaboration across teams and will be based primarily in our main office in Guatemala City. The position will require frequent travel to corn growing areas across the country and our Experimental and Training Center in Suchitepéquez to oversee and assess survey implementation and quality. The M&E Coordinator will report to the program and development manager and work closely with marketing and M&E associates.

Responsibilities

- Design organization wide M&E strategy in line with nutritional assessment needs and global best practices for data collection
- Liaise with the operations team to contextualize and implement surveys
- Strengthen quality of data collection practices
- Lead data analysis for market, economic, and consumption data
- Strategize with program and development manager to meet growing development portfolio reporting requirements
- Contribute to grant applications and reports
- Lead research for impact evaluation funding
- Support the development of communications and donor materials translating data and evidence into external content
- Establish foundation for conducting and RCT
- Manage relationships with major academic institutions and research partners

Qualifications

Required:

- Degree in nutrition, agricultural development, public health or other related field
- 2+ years of experience in monitoring or program management for nutritional/agricultural value chain interventions
- Experience in developing, implementing and/or maintaining organization wide impact evaluation strategies
- Proficiency in Stata, R, or SAS (Stata preferred) with strong quantitative and qualitative research skills
- Experience designing and managing field research studies
- Experience at an international NGO, preferably living in a developing context
- Demonstrated leadership, stress-management and flexibility in the work environment

Desired:

- Agricultural Experience/knowledge
- Experience working with bi-laterals and/or governments on major research projects
- Experience contributing to RCT execution

Beginning date: ASAP

Salary: Competitive local salary, dependent on experience

Before applying, please review our website, blog, and annual reports which are found at www.semillanueva.org

To apply please send a cover letter explaining your interest in SN and the position and a current, detailed CV to trabajo@semillanueva.org. Please note "M&E Coordinator" in the subject line.