**Gardens for Health International**

**Employment Opportunity: Impact Director**

Location: Kigali, Rwanda

Organization Overview:

For nearly ten years, Gardens for Health International (GHI) has implemented nutrition-sensitive agriculture programs to combat childhood malnutrition in rural Rwanda. Our organization seeks to fundamentally change the clinical treatment of malnutrition by supporting families to establish nutritious kitchen gardens at their homes, while also equipping them with the nutrition and health knowledge they need to keep their children healthy in the long-term. GHI’s core program works in collaboration with district-level health officials and local health centers to identify and support rural families struggling with malnutrition.

In addition to this core program, GHI is scaling its impact by engaging with a variety of governmental and non-governmental partners to bring our expertise to new settings and new populations, such as primary schools and refugee camps. Current partners include the World Food Programme, the U.S. Department of State, Save the Children, and Rwanda’s Ministry of Disaster Management and Refugees. GHI is seeking new partnerships to continue to advance our mission and expand our scope.

GHI has a dedicated staff of approximately 70 in Rwanda. Our headquarters are located just outside of Kigali, where we operate a 5-acre demonstration and production farm. We also maintain a small fundraising and operations office in Cambridge, Massachusetts. We are an impact-driven organization with a deep commitment to ensuring that every program we design meets and responds to the unique needs of the communities we serve. Our team is flexible, innovative, and passionate about sparking lasting change.

Position Overview:

The Impact Director will be responsible for assessing the current metrics and monitoring procedures used by GHI and strengthening them for two purposes: 1. To enable greater insight into programmatic impact; 2. To support program teams’ ability to manage programmatic work. This work will be multi-faceted, and will require writing impact reports, cultivating research and evaluation partnerships, and collaborating with program teams, development and communications staff, and the Board of Directors.

The Impact and Learning Manager reports to the Executive Director and manages the monitoring and evaluation team, which consists of two permanent staff, a Global Health Corps fellow, and seven field agents. In addition, the Impact Director will develop an Advisory Board of relevant, technical experts to provide feedback and help identify research and partnership opportunities.

*Critically, this position is best suited for an analytic professional with a highly proactive attitude. We are looking for someone with the drive to improve systems, and who naturally thinks critically and creatively.*

Job Duties:

**Develop effective M&E measurements, metrics, and systems**

* Review and develop key variables of interest most effective for measuring GHI's efficacy.
* Implement frameworks for confirming consistency, veracity, and quality of data.
* Utilize the above to develop indicators and analysis for both demonstrating impact and supporting program improvement.
* Troubleshoot existing M&E tools (e.g. CommCare) and introduce new tools as needed.

**Further internal research and learning**

* Keep GHI leadership and staff up-to-date on sector best-practices and key developments in research and literature.
* Establish internal systems to ensure adaptive and reflective program planning and management.
* Implement internal mechanisms to improve evidence-based program planning.
* Build and steward an Advisory Board of technical experts.
* Identify and manage external evaluation and research opportunities.

**Communicate our impact**

* Communicate impact across a variety of audiences, including donors, external partners, and Board members.
* Manage the production of learning and research reports to effectively showcase GHI’s work.
* Serve as the lead for research and evaluation proposals and generally support proposal development.
* Represent the organization in forums focusing on the technical aspects of our work.

Qualifications:

* Master’s degree in relevant area (e.g. MPH, MPA) with at least 3 years of experience in a relevant sector (nutrition, agriculture, early childhood education).
* Experience developing and implementing M&E systems at the program level including developing M&E plans, survey design, data collection tools, and staff development.
* Strong quantitative and data analysis skills required; prior experience with CommCare and statistical scripting languages desired.
* Experience in technical report preparation, writing, and editing.
* Demonstrated ability to mentor a multicultural team preferred.

To Apply:

Send resume and cover letter to [applyimpact@gardensforhealth.org](mailto:applypartnerships@gardensforhealth.org). Applications will be reviewed on a rolling basis.