Landesa

Position Title	: Monitoring, Evaluation, and Learning (MEL)
Status	: **Consultant**
Location	: Indonesia
Duration	: 6 months (April 2025 – September 2025)
Closing Date	: 25 April 2025

About Landesa: Landesa is an international nonprofit dedicated to ending global poverty by securing land rights for the people experiencing poverty around the globe. Founded in 1981, Landesa has worked in more than 50 countries throughout the world, with central office staff in the U.S. (Seattle, Washington and Washington, DC) and regional programming in China, India, Liberia, Tanzania, Kenya, Rwanda, Indonesia, Cambodia, and Thailand. Landesa partners with governments, civil society, and companies to develop pro-poor and gender-sensitive laws, policies and programs that have helped strengthen land rights for more than 180 million families. The organization is supported by NGOs, foundations, donor agencies (USAID, World Bank, etc.), world leaders, educational institutions, and individual supporters around the world.

Job Summary: We are seeking a highly skilled and analytical Indonesia-based Monitoring, Evaluation and Learning (MEL) Expert with expertise to develop Landesa Indonesia's MEL system and carry out Landesa Indonesia's projects' MEL, including data analysis, impact assessment, and reporting. The ideal candidate will support evidence-based decision-making, ensuring the effective monitoring, evaluation, and learning (MEL) of research and development projects.

Reporting and relationships: The MEL Consultant will report to the Senior Site Manager at Landesa Indonesia. They will work closely with Landesa's Research, Evaluation, and Learning (REL) team at the global level to ensure alignment with Landesa-wide MEL systems and standards. The MEL Consultant is also expected to collaborate with Landesa Indonesia's program teams, GESI Specialist, and relevant project staff to integrate MEL activities into project implementation. In addition, they will coordinate with external consultants and implementing partners involved in data collection and analysis, ensuring quality and consistency across all MEL efforts.

Availability: The MEL Consultant will be expected to work a standard work week of 40 hours, plus additional hours as necessary. The position will require domestic travel. Working on evenings and weekends will be required at times.

Essential Job Functions:
- Lead the design of monitoring, evaluation, and learning (MEL) frameworks, using Gender and Social Inclusion (GESI) lens for Landesa Indonesia's current projects and as the foundation for Landesa Indonesia's institutional MEL system. The designed frameworks are to be in line with existing projects' logical frameworks (Logframe) and Theory of Change, as well as Landesa Indonesia's strategic plan.Lead the development and

implementation of a MEL system, based on the MEL frameworks, that integrates into the flow of work and activities of Landesa Indonesia.

- Develop and oversee data collection tools, methodologies, and procedures for quantitative and qualitative analysis needed for MEL purposes, including making sure that they are carried out in GESI responsive/transformative manners.
- Ensure effective tracking of project progress against key performance indicators (KPIs) and deliverables.
- Develop a system, embedded into the MEL system, to generate high-quality reports, dashboards, case studies, and success stories for use by internal and external stakeholders as bases for policy interventions.
- Train and support project teams and partners in M&E tools, processes, and best practices.
- Facilitate learning sessions, impact assessments, and reflection exercises to ensure programmatic adjustments based on evidence.
- Ensure Landesa Indonesia's M&E of projects align with donor requirements, international best practices, and ethical considerations in research and data collection.
- Liaise with Landesa Global's Research, Evaluation, and Learning (REL) team to ensure that (i) Landesa Indonesia's M&E aligns with Landesa-wide monitoring and reporting of project metrics and outcomes, (ii) learnings from Landesa Indonesia projects are shared with and carried over to the Landesa-wide learnings, and (ii) all activities related to data collection, storage, and management follow Landesa's Ethical Guidelines for Research.

Knowledge, Skills, and Abilities

- Master's degree in Statistics, Social Sciences, Development Studies, or a related field, or comparable relevant professional experience
- Min. 5-7 years of experience in data analysis, MEL, or research within land-natural resources development, or consulting sectors.
- Proven experience in designing and implementing MEL systems, frameworks, and methodologies.
- Strong analytical and report-writing skills, with experience producing donor-compliant reports.
- Ability to synthesize complex data and communicate findings effectively.
- Experience with participatory MEL approaches and Program-based monitoring.
- Strong organizational and problem-solving skills, with attention to detail.
- Excellent verbal and written communication skills in English.
- Experience in third-party monitoring, remote data collection, or digital M&E solutions.
- Prior knowledge of or experience with donor-specific M&E requirements (e.g. from multilateral or government agencies) preferred.
- Understanding of adaptive management and knowledge management practices.

Physical and Environmental Conditions: Work is primarily performed indoors with some potential for exposure to safety and health hazards related to electronics work. This position does not require unusual demands for physical effort. The noise level in the work environment is usually moderate. Work environment involves everyday risks or discomforts that require normal safety precautions typical of places such as offices, meeting or training rooms, residences, or

commercial vehicles, e.g., use of safe workplace practices with office equipment, and/or avoidance of trips and falls, and observance of fire regulations and traffic signals.

Work Environment and Working Conditions for Travelers to Developing Countries: While performing the duties of this job, the employee may be exposed to working conditions and hazards which are prevalent for the location and/or country of assignment. The noise level in the work environment is usually moderate. Work is primarily performed indoors with some potential for exposure to safety and health hazards related to electronics work. The employee may be required to travel domestically. When traveling in a developing country, the employee may be exposed to: Physical Hazards (illnesses, noise, extreme temperatures, wet or humid climates, etc.) Road Hazards (unfinished/dirt roads, potholes, traffic-related accidents, etc.), and Atmospheric Conditions (odors, dust, fumes, smog, etc.).

Additional Comments
- The above job description is not intended as, nor should it be construed as exhaustive of all responsibilities, skills, efforts, or working conditions associated with this job. Reasonable accommodation may be provided in appropriate circumstances to enable qualified individuals with disabilities to perform the essential functions of this job.
- Authorization to work in Indonesia is required.
- Equal employment opportunity has been, and will continue to be, a fundamental principle at Landesa. Landesa is committed to a work environment in which relationships are characterized by dignity, courtesy, and respect. We are committed to non-discrimination in all of our business operations and embrace diversity as a key strategic philosophy and strength of how we do our global work. Landesa actively seeks diverse candidates for employment.

Kindly send your application letter and CV's format to **recruitment.idn@landesa.org** with Subject : **2025_MEL_ Indonesia**