

Monitoring and Evaluation for Advocacy Specialist

Location: Remotely in the UK, with some travel to London / Bristol offices and potential for international travel if required

Closing date for applications: 26th September 2022

Contract status: Consultancy, 5 to 10 days of work per month required

Start date: TBD - October 2022

Contract duration: 6-8 months

We rebuild tropical fisheries with coastal communities

Blue Ventures is a marine conservation organisation that puts people first. We support coastal fishers in remote and rural communities to rebuild fisheries and restore ocean life. Our work began two decades ago in Madagascar's remote coastal communities and is growing globally.

Across a dozen countries, we're partnering with traditional fishers and community organisations to design, scale, strengthen and sustain fisheries management and conservation at the community level. We bring partners together in networks to advocate for reform, and share tools and best practices to support fishing communities across the globe.

Purpose of the consultancy

The purpose of this consultancy is to develop and pilot an M&E framework that effectively captures progress and outcomes of our advocacy work, without over-burdening the team.

It is anticipated that the proposed M&E framework will consist of

- 1) Monitoring metrics and data collection approaches that support our team to gather evidence effectively and track our progress
- 2) A case-based evaluation methodology that can be used by BV and partner teams to carry out deep dive evaluations of our work

The proposed M&E framework will:

- Track progress towards our advocacy goals and ensure we meet our reporting requirements

- Be capable of supplying information for ongoing decision making: providing reliable information to help BV's advocacy team make decisions on a regular basis.
- Give information about whether the actions we are taking are having the desired effect, and if not, why not.
- Give an overview of unintended or unexpected outcomes
- Allow adaptation of project design, and identify any organisational or cross-cutting lessons or recommendations.
- Be used to review historical cases - with a reconstruction of what was assumed to be the ToC at the time
- Provide evidence or case studies that we can use in external communications and in grant reporting
- Provide a practical and pragmatic approach that balances time and resource required from our busy teams and partners with the rigour needed to demonstrate the outcomes of our work

Responsibilities

The consultant will be expected to:

- Build an understanding of BV's current advocacy work, and the M&E systems and approach in use.
- Review approaches to advocacy and campaigns monitoring and evaluation
- Develop a report outlining recommendations for an M&E framework including proposed metrics and evaluation methodology. This should be in alignment with BV's existing M&E systems, principles and values, and be achievable given the capacity/resource available to Blue Ventures.
- Support the M&E team to develop data collection processes for monitoring metrics.
- Pilot the evaluation method to understand the outcomes and efficacy of BV's advocacy interventions, working with BV global staff, and M&E team. This method should be one that Blue Ventures could repeat regularly, or build into our current ways of working.
- Write a report outlining the methods and findings of the pilot, and facilitate a discussion with relevant BV stakeholders to discuss the implications of the pilot's findings for programme learning. This could include a ToC reconstruction or review.
- Train the advocacy and M&E team in the implementation of the piloted method.

Deliverables and timeline

We expect the consultant to undertake the work over a period of 6-8 months. With a rough timeline as follows (key deliverables underlined)

Step 1: Understand BV way of working and advocacy. 1 month

- Build understanding of Blue Ventures advocacy work, our mission and vision and ways of working
- Review and understand Blue Ventures' current M&E approach, and suite of monitoring methods and tools in use.
- Carry out review of M&E for advocacy approaches

Step 2: Develop recommendations report including proposed metrics and evaluation methodology - 1 month

- Summarise findings of external review
- Identify metrics for tracking progress, provide recommendations on data collection and analysis systems and approaches
- Outline proposed evaluation methodology including timelines, resource requirements, budget etc
- Share report and gather feedback from teams

Step 3: Pilot approach evaluation approach - 3 months

- Work with M&E and advocacy teams to test the proposed approach
- Pilot method for 1 or 2 cases (to be identified with BV colleagues)
- Analysis and report writing

Step 4: Reflection, adaptation and training - 2 months

- Run a workshop with the advocacy and M&E teams to discuss the findings of the report and the recommendations for project adaptation.
- Suggest changes or adaptations to the M&E approach piloted, update proposal document.
- Train BV staff in the M&E approach and methods used.
- Hold webinar for BV staff and partners to share evaluation approach and pilot findings

Tender requirements

The tender document should outline the following:

- Your intended approach to carry out this work, including suggested timeline, budget
- Summary of relevant work experience and qualifications
- Summary of how you fulfil the skills and experience required for this position
- The benefits and value for money of your bid

Skills and experience

This role would report to the Head of Monitoring and Evaluation with significant input from the Head of Advocacy. This is a remote position, with the potential for international travel depending on the recommendations made, and covid-19 travel restrictions. We expect the completion of the above deliverables to take 6-8 months.

The successful candidate will be a proactive, personable individual, with previous experience in developing monitoring and evaluation for advocacy programmes and practical experience in the small-scale fisheries, conservation or international development sectors.

We are looking for an individual who is good at building working relationships, and can understand the needs of Blue Ventures quickly. Assessment of applications will include candidates' alignment with BV's core values and mission to support human rights-based approaches to marine conservation and fisheries management.

Required

- Proven professional experience in designing M&E systems for advocacy.
- Experience in collection, analysis and verification of both qualitative and quantitative data.
- Significant experience in evaluation design
- Experience in carrying out field-based data collection in remote locations
- Excellent written communication skills, with experience in report writing.
- Previous work in the conservation, rural development or small-scale fisheries sectors.
- Personable, and able to build relationships with a range of stakeholders.
- Experience teaching M&E concepts or monitoring methods to a range of audiences
- Proactive and inquisitive, able to build an understanding of an organisation quickly
- Comfortable with remote working

Desired

- Previous international NGO experience
- Competency in Malagasy, Swahili, Bahasa Indonesia, French or Portuguese.
- Experience working in the countries of BV operations e.g. Madagascar, Kenya, Comoros, Tanzania, Mozambique, Timor Leste, Indonesia or Belize.

Blue Ventures is committed to safeguarding and promoting the welfare of young and vulnerable people and expects all members of staff to share this commitment. We take a zero-tolerance approach to anyone who contravenes our policy. All candidates will be asked questions on safeguarding and child protection. We want people of all backgrounds to see themselves represented and included in our work, so we actively seek to diversify our team and bring more voices to the table and offer a range of benefits to encourage a work life balance.

Blue Ventures is committed to safeguarding and promoting the welfare of young and vulnerable people and expects all members of staff and consultants to share this commitment. We take a zero tolerance approach to anyone who contravenes our safeguarding and protection policies. All applicants will be asked questions on safeguarding and child protection.

Application process

Applicants should send CVs and tender documents to Rachel Eager (rachel@blueventures.org) by Thursday 6th November 2022 (see "Tender Requirements" section above).

Please note that applications will be reviewed on a rolling basis and first-round interviews may be conducted with short-listed candidates before the application deadline.

All shortlisted candidates will be contacted within two weeks of the closing date.

Why work with us

Mission: We operate at the frontline of some of the world's most pressing environmental problems, innovating effective, equitable and scalable responses with coastal communities. We are recognised as a transformative force in our sector.

Working style: We're a fast-moving social enterprise, quick to embrace and implement promising ideas without bureaucracy.

Autonomy: We expect and support our colleagues to take a lead in their own work, offering scope for creativity and strategic input.

Professional development: We challenge and support our colleagues to grow their skills, providing considerable exposure to different work experiences and training opportunities.

Adventure: We offer extensive opportunities for travel, working in diverse environmental and cultural contexts.

Family: We look out for one another as we work closely together in challenging situations, celebrating successes and spurring each other on when the going gets tough.

Values: Our organisational values are central to everything we do:



Communities first

Above all, we listen to community needs, responding in a sensitive and pragmatic way for lasting benefits.



Passion & belief

Our mission is urgent and critical, we believe that our approach works, and we're determined to get the job done.



Valued people & effective teams

We work in diverse and inclusive teams where all members have a voice and influence.



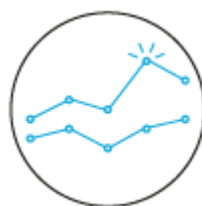
Innovation & courage

We're resourceful and creative. We're prepared to take risks and challenge broken paradigms.



Openness & humility

We work in a transparent and collaborative way to share what we learn.



Grounded in evidence

We have high standards and aren't afraid to be self-critical. If something doesn't work, we change tack until we're on the right course.