



THINK EQUAL

SENIOR MONITORING, EVALUATION AND LEARNING (MEL) LEAD

Role profile

Title: SENIOR MONITORING, EVALUATION AND LEARNING (MEL) LEAD

Engagement: 12 month contract as an independent contractor under a consultancy agreement.

Level of effort: The Consultant is anticipated to provide services at a level of effort averaging approximately 40 hours per week, as needed to perform the Services and meet agreed deliverables.

Fee: USD4,000 per month as a consultancy fee

Project Lead: Education Impact Team Lead (CISO)

Direct Reports: MEL Coordinator/s

Location: Think Equal is a fully remote, global organisation. The Consultant will deliver services remotely from their own location and retains flexibility over working hours and work methods, subject to agreed deliverables, timelines, and coordination with the Company's designated project lead.

Travel: International travel may be required on an ad hoc basis, subject to advance agreement.

About Think Equal

Think Equal is an award-winning global education initiative dedicated to building a more just, inclusive, and empathetic world by integrating Social and Emotional Learning (SEL) into early childhood education. Our programme is designed for children aged 3 to 6—when 90% of brain development occurs and lifelong attitudes and behaviours are most effectively formed.

Co-created with leading experts in neuroscience, education, and psychology—including Sir Ken Robinson, Dr. Marc Brackett (Yale Center for Emotional Intelligence), and Professor Richard Davidson—Think Equal equips educators with:

- 24 original narrative picture books (globally representative, translated in local languages)
- 90 step-by-step lesson plans aligned with national curricula
- Printable classroom and at-home resources.



Operating across 39 countries on six continents, our programme has already reached over 740,000 children in 48 languages. In 25% of these countries, national governments have adopted Think Equal as a mandatory part of their early years curriculum.

Recognised by UNICEF, UNESCO, and the World Bank, and a recipient of the WISE Award and HundrED Innovation Award, Think Equal is driving global impact in early childhood education.

Purpose of the Role: The purpose of the Senior MEL Lead role is to lead and strengthen the Monitoring, Evaluation and Learning (MEL) function within Think Equal's Education Impact Team, ensuring that robust, evidence-based approaches underpin programme design, implementation and sustainability across all Think Equal projects globally.

The MEL Lead will establish and maintain high-quality MEL frameworks, tools and data systems that enable project teams to track impact, fidelity and sustainability throughout the project lifecycle. Working closely with other central and programme teams, the role holder will drive a culture of evidence and continuous learning across the organisation, ensuring MEL data is actively used to inform adaptation, decision-making and scale-up planning.

The Senior MEL Lead will play a critical part in operationalising Think Equal's Sustainability Framework and in strengthening the organisation's capacity to demonstrate and communicate impact at scale – including through RCTs, longitudinal studies and publishing in peer-reviewed papers - in line with the Think Equal New Strategy (TENS).

The role holder will have accountability for the quality, consistency and utility of MEL across the organisation's project portfolio. They will be responsible for ensuring effective collaboration between central MEL functions and project teams, and for building the MEL capacity of colleagues at all levels.

Responsibilities

MEL Frameworks and Standards

- Define, maintain and govern the organisation's MEL framework, tools and SOPs, ensuring alignment with the organisational KPIs and Sustainability Framework.
- Ensure the MEL framework enables tracking programme fidelity, outcomes and impact, with leading and lagging indicators that enable course correction.
- Periodically review and update MEL tools and frameworks, drawing on external benchmarking, RCT evidence and implementation learnings to maintain their relevance and ensure they are rigorous to international standards.

MEL Data Management and Systems

- Establish and maintain a standardised MEL data capture methodology linked to a robust central data architecture and dashboard, enabling real-time visibility of project outcome progress and sustainability indicators for the Senior Leadership Team.



- Broaden and standardise the use of digital data collection tools (such as Kobo Toolbox) across projects, ensuring offline capability and alignment with government monitoring systems (where appropriate).

Evidence Generation and Learning

- Lead the design and oversight of robust evaluation approaches across projects, including RCTs, A/B testing, longitudinal and independent evaluations, ensuring methodological rigour, value for money analysis and costing for scale-up.
- Lead the process for the production and dissemination of standardised and quality assured MEL reports for all projects.
- Develop papers and reports for external audiences, and support publication of research to strengthen Think Equal's positioning within the international education community.

Project Team Support and Capacity Building

- Provide technical guidance, training and ongoing support to project teams, building their confidence and competence in applying MEL frameworks, tools and data systems including embedding into government systems.
- Establish and maintain clear roles and responsibilities between the central MEL function and project MEL leads, providing regular robust quality assurance.
- Ensure project level dashboards are available, so MEL data is accessible and actionable for project teams to drive adaptation and quality.

Sustainability and Organisational Quality Assurance

- Embed sustainability indicators into MEL frameworks and data systems, ensuring progress against sustainability outcomes is tracked from design through to post-implementation.
- Work with the CISO to ensure MEL insights inform strategic decision-making, organisational learning and updates to the Sustainability Framework.

Stakeholder Engagement and Communications

- Support the partnerships function to ensure MEL data and impact evidence are shared regularly with donors, government partners and external stakeholders in credible and compelling ways.
- Represent Think Equal's MEL approach in external forums, contributing to the organisation's visibility within the international education and development sectors.
- Maintain awareness of emerging approaches in MEL for SEL, ensuring these inform organisational practice.



Person Specification

Essential

- Postgraduate qualification in research methods or a related field.
- Extensive experience in MEL design and management across international education contexts, including in LMIC contexts
- Demonstrable strong expertise in quantitative and qualitative approaches including RCTs, mixed methods evaluations and longitudinal studies.
- Extensive experience developing and standardising MEL tools and frameworks across multi-country portfolios, using international benchmarks.
- Experience of publishing or disseminating research within the education sector.
- Strong data management skills, including experience of building MEL data systems, dashboards and reporting architectures
- Excellent analytical skills, able to review and translate complex data into actionable insights.
- Excellent written and verbal communication skills, with the ability to translate complex data into clear recommendations for diverse audiences
- Excellent interpersonal skills, able to build relationships across diverse cross-functional and geographically distributed teams
- Strong training skills, able to build capacity of non-experts to use MEL approaches.

Desirable

- Experience in early childhood education (ECE) and/or social and emotional learning (SEL) programmes
- Familiarity with education systems strengthening and sustainability frameworks in LMIC contexts.
- Experience of building digital data collection architectures, through tools such as Kobo Toolbox, data visualisation software.
- Experience of costing analysis approaches for development programmes.

If you are interested in applying for this position, please complete the application form using the link [here](#) by 23 August 2026