



## **THINK EQUAL NIGERIA MONITORING, EVALUATION AND LEARNING COORDINATOR ROLE PROFILE**

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Title: Nigeria Monitoring, Evaluation and Learning Coordinator

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: \$2,000 per month as a consultancy fee

Project Lead: Nigeria Country Manager

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 36 countries on six continents, our programme has already reached over 550,000 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.

## **Roles Responsibilities**

### **Monitoring and Evaluation**

- Develop an effective MEL strategy and plan for the TE work in Nigeria, supported by the TE MEL Manager, ensuring co-development and input from MoE, GES, other agencies and IP/s.
- Develop appropriate MEL tools and reporting templates to deliver the MEL plan, based on the existing TE MEL tools (adapted for context).
- Develop MEL data systems, templates and routines to effectively capture, store and be able to analyse data from the TE work in Nigeria, including integration with government data systems.
- Develop a capacity development plan for MoE (or other) staff, to ensure staff at all levels are equipped to undertake monitoring of the TE programme, it is integrated into existing government processes and is aligned to existing policies and government mandates for MEL.
- Train and quality assure government staff (and IP staff) to ensure they have capacity to deliver the MEL plan, using MEL tools and providing data to the MEL data system.
- Track progress of all MEL activities and ensure accurate MEL data is captured on a regular and ongoing basis by government staff (and/or TE or IP staff), with processes to quality assure data being collected.
- Conduct regular visits to oversee and support the collection of both qualitative and quantitative data from the field by government staff (and IPs), checking data quality through validation, and adherence to ethical standards (confidentiality, child safeguarding, etc.).
- Coordinate baseline, and endline evaluations to assess programme outcomes and impact. Synthesize evidence and lessons learned to inform programme adaptation and decision-making.
- Develop a MEL sustainability plan, considering the roles and responsibilities of government staff and where capacity building for sustainability is required, and deliver training or coaching as needed to deliver the plan.
- Ensure evidence-driven insights are provided to improve programme implementation and the long-term sustainability of the project..



- Contribute evidence to advocacy efforts (e.g., for inclusion of SEL/Think Equal in national curriculum, pre-service teacher training, and CPD accreditation).

**Person specification**

- Extensive experience (7yrs or more) of monitoring and evaluation of large-scale (national) education projects
- Strong experience working closely with government and related government systems and processes
- Strong experience leading capacity development for MEL
- Strong experience of conducting robust baseline and endline processes
- Strong data analysis and report writing skills
- Excellent data management skills, including strong proficiency in using Excel and data collection tools such as Kobo

**Desirable**

- Experience in monitoring and evaluating Social and Emotional Learning and Early Childhood Education
- Budget management experience

If you are interested in applying for this position, please complete the application form using the link [here](#) by 26 October 2026