Job Position : Impact & Research Team Leader

WHO WE ARE

World Vision Foundation of Thailand is a Christian humanitarian, development and advocacy organization devoted to improving the lives of children, their families and communities by tackling the root causes of poverty. With nearly 50 years of experience in the country, we help all people regardless of race, gender, and religion.

OUR SELECTION PROCESS

We embrace diversity, employing people from a variety of cultural and religious backgrounds. We take our child and adult safeguarding responsibilities seriously and we are committed to providing an environment that is safe for children. All successful candidates will undergo all required pre-employment checks which is inclusive of a criminal record check. Our stringent recruitment procedures make sure the safest and most suitable people work with the children in our programmes.

Come join our team in Thailand, be part of our more than 33,000 staff working in 100 countries and share the joy of transforming vulnerable children's life stories!

Learn more about our work at worldvision.or.th

PURPOSE OF POSITION

The position is responsible for technical leadership and field coordination of monitoring, evaluation, accountability, learning (MEAL) and Research of WVFT programs and projects (all funding streams) ensuring high-quality MEAL processes, reach & impact data, evidence generation, and learning processes that strengthen program effectiveness and impact for the most vulnerable children.

S/he will supervise the Cluster MEAL Specialists providing team leadership, management support and coordination & liaising between MEAL and Area Programs / Project Areas to ensure clear alignment with DME standards, frameworks, and guidance such as IPF, OIOS, AIM, and iMPAQ, while also providing technical oversight for research design, impact evaluation, and evidence generation, validation and utilization.

MAJOR RESPONSIBILITIES

1. Programme Development & Planning 10%

- Provide technical support to IPF leads, technical/sector leads in developing program and project designs, including Theory of Change, Results Frameworks, LogFrames, and MEAL plans.
- Provide technical support to APs and Project teams in setting SMART indicators, and guide the setting of baselines and targets.
- Provide technical guidance to field teams to ensure Area Programme (AP) plans meet MEAL quality standards and have functional M&E system and quality assurance mechanisms.
- Provide technical leadership during assessments for new programming, and expansion, re-designing and transition planning

2. Program Monitoring & Reporting, & Accountability 30%

- Ensures adaptation of appropriate monitoring and reporting tools and methodologies as developed and agreed by respective stakeholders using participatory approaches and technical guidance to field teams.
- Coordinates all projects and programs' monitoring and reporting activities and requirements including annual impact measurements, AIM/AIM+, strategy Scorecard, SAR, AR, and other reporting requirements ensuring accuracy, timeliness, and alignment with partnership reporting standards.
- Provide technical guidance to APs ensuring each AP has detailed schedules of activity monitoring and budget information tracking systems and processes and plans with clearly defined roles and responsibilities.
- Ensures use of data management systems, rigor of data analysis, aggregation and synthesis of results to draw inferences using appropriate tools.Coordinates and ensures appropriate use of systems such as iMPAQ, HORIZON and other WVFT's databases and systems.
- Coordinate with Cluster MEAL Specialists and field teams to validate progress data and ensure consistency between narrative reports, indicator tracking, and evidence sources.
- Conduct routine monitoring and field supervision visits to verify data quality, sampling implementation, tool application, and adherence to research protocols.
- Strengthen accountability mechanisms by establishing and managing community feedback systems,

3. Baseline, Evaluation, Research & Learning 30%

- Lead the design and coordination of baseline, midline, and endline evaluations using mixed-method approaches, ensuring alignment with partnership standards, global MEAL frameworks, and donor requirements.
- Work with IPF teams and relevant technical/sector leads in the development, contextualization, and implementation of research frameworks, standards, tools, and systems across area programs or project sites ensuring methodological rigor and alignment with organizational requirements.
- Oversee systematic and high-quality data collection for evaluations and research, including validation, data cleaning, and analysis processes conducted by field teams and partners.
- Provide technical guidance for producing high-quality, evidence-based MEAL reports, research summaries, evaluation briefs, and impact analysis product.
- Lead the development of evaluation ToRs/designs and manage engagement with external consultants or research firms, ensuring all processes comply with partnership MEAL standards and protocols.
- Organize and oversee baseline and evaluation teams, ensuring clear coordination, communication, and adherence to organizational and partnership evaluation standards.
- Work with NO MEAL, IPF teams, technical/sector leads, Program/Project Managers to analyze evaluation findings to assess performance, impact, and learning, and identify gaps or areas for improvement.
- Facilitate learning and reflection sessions with internal teams and partners to promote adaptive management.
- Provide technical guidance to IPF leads, sector leads, and field teams to ensure evaluation findings are used for decision-making and aligned with partnership quality expectations.

4. Capacity Building & Stakeholder Engagement 20%

- Conduct MEAL competency assessments and collaborate with P&C to develop strategic capacity-building plans.
- Develop and deliver MEAL capacity-building modules for relevant functions, field teams
- Represent WVFT in inter-agency MEAL working groups and learning forums to share evidence and coordinate with partners.
- Participate in global learning communities (AIM, OIOS, iMPAQ) to exchange best practices and strengthen organizational learning.
- Support continuous review of MEAL capacity and performance at national and cluster levels.
- Provide analytical inputs for donor reports, internal reporting, fundraising materials, and proposal development.

5. Team Leadership and People Management 10%

- Work with MEAL Manager and P&C to plan workforce and hiring to ensure the right talent is in place to deliver priorities and strengthen team capacity.
- Assess and develop talents to grow staff and plan succession.
- Build team culture that reflects WV's Vision, Mission, Core Values, and fosters an inclusive, psychologically safe environment.
- Manage performance through clear goals, regular reviews, and coaching for results and career growth.
- Promote staff care and resilience, ensuring well-being and a safe work environment.

KNOWLEDGE, SKILLS AND ABILITIES

- Bachelor's degree in development studies, social work, social sciences, education, business administration, or related field.
- Preferred: Master's degree in a relevant discipline.
- Certification in DME/MEAL, Research, Project Management or equivalent is an advantage.
- Minimum of 3–5 years of research experience, including designing data collection tools, conducting quantitative and qualitative data analysis, synthesizing evaluation findings, and producing research reports.
- Or equivalent experience in project management within NGOs, government agencies, or research institutions, with proven ability to oversee data quality, plan research activities, and monitor project progress.
- Demonstrated professional experience in research methodology, impact evaluation, monitoring & evaluation, and data analysis, including the use of qualitative and quantitative research tools (e.g., survey design, sampling methods, qualitative interviewing, participatory methods) and data management/analysis software
- with multiple stakeholders, such as field teams, technical teams, external agencies, universities, or research consultants.
- Strong ability to translate data and research findings into policy recommendations, insights, or actionable suggestions to inform program improvement.
- Experience delivering training, coaching, or mentoring to staff on data collection tools, dashboards, indicator tracking, or knowledge management tent practices.

- Ability to work collaboratively with program teams, field offices, and partners to promote data use, learning, and continuous improvement in program implementation.
- Proven leadership experience in managing research or M&E teams, ensuring data quality assurance, supervising field validation processes, and guiding team members to meet methodological and ethical standards in research and evaluation.
- Strong knowledge of DMEAL, including program logic, Theory of Change, and establishing M&E systems to ensure data quality and methodological.
- Solid understanding of research design, assessments, baselines, monitoring, evaluations, and evidence synthesis with high ethical standards.
- Proficiency in data systems, databases, and knowledge management, ensuring strong documentation and organizational learning.
- Strong analytical skills to interpret complex datasets, generate insights, and support evidence-based decision-making.
- Broad understanding of multi-sector programming (child protection, education, livelihoods, WASH, health & nutrition) to apply MEAL and research insights effectively.
- Knowledge of cross-cutting themes including GEDSI, disability inclusion, climate adaptation, safeguarding, and child-focused development.
- Familiarity with WV's Integrated Programming Frameworks to align research and MEAL practices with organizational standards.
- Strong communication and stakeholder engagement skills for presenting findings, facilitating learning, and supporting program adaptation.
- Ability to leverage digital platforms and AI tools to enhance data analysis, reporting, and research workflows.
- Understanding of risk management, research ethics, and data privacy within humanitarian and development contexts.
- Fluency in Thai and proficient English (written and spoken).
- Ability to travel frequently within program areas and occasionally nationally up to 20% of the time
- Commitment to WV's Christian ethos and ability to integrate faith-based values into leadership and programming.

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As a child focused organization, World Vision Foundation of Thailand is committed to the safeguarding of children, therefore any offer of employment is conditional upon the successful completion of applicable background checks, including a criminal records check.

By submitting your application, you understand and accept that World Vision Foundation of Thailand will process the data you provide for the purposes of your application and in accordance with the World Vision Foundation of Thailand - Job Applicant Privacy Notice.

Applicants are required to send a CV and cover letter via email to Thanyarat_Charndamnernkit@wvi.org Tel. 02-0229200 Ext.151. Applications will be reviewed on a rolling basis, with interviews scheduled with suitable candidates on a rolling basis. Any questions or requests for additional information can be directed to the emails and phone number above.