

MEARL Manager

Job Description
Casablanca, Morocco

About the Organization

La Fondation Marocaine de l'Éducation pour l'Emploi (EFE-Maroc) is an independent, non-profit association established in 2008 that is part of the global Education For Employment (EFE) network. EFE is the leading youth workforce development network in the Middle East and North Africa region, having connected over 250,000 youth to the world of work (60% women). A consolidated member of EFE in Morocco, EFE-Maroc's mission is to enhance the employability of Moroccan youth by bridging the gap between labor market needs and job seekers' skills through blended online and in-person training programs. With over 18 years of experience, EFE-Maroc plays a central role in designing, implementing, and monitoring youth employment initiatives, leveraging strong partnerships with more than 500 employers and key institutions such as ANAPEC and OFPPT. The organization has successfully delivered large-scale, market-driven training programs reaching over 90,000 marginalized young people and achieving placement rates of up to 80% in high-demand sectors. Supported by a qualified team, a nationwide network of over 500 certified trainers, advanced monitoring systems, and proven methodologies, EFE-Maroc ensures the quality, relevance, and sustainability of its interventions while promoting inclusive and long-term job creation across Morocco.

Summary of Position:

The MEARL Manager will lead the design, implementation, and continuous improvement of EFE-Maroc's Monitoring, Evaluation, Accountability, Research, and Learning (MEARL) framework, ensuring the collection, analysis, and use of high-quality data to measure program performance, demonstrate impact, and support evidence-based decision-making.

The MEARL Manager will oversee monitoring and evaluation systems across EFE-Maroc's programs and implementing partners, ensuring consistent methodologies, data quality, and compliance with donor requirements. The role will lead the preparation of monitoring and evaluation components of donor reports, coordinate impact assessments and external evaluations, and promote organizational learning through the generation of actionable insights and recommendations.

Working closely with the Programs, Partnerships, Communications, and Finance teams, the MEARL Manager will strengthen data-driven program management and foster a culture of accountability and continuous improvement across the organization. The Manager will also provide technical guidance and capacity-building support to implementing partners to ensure harmonized MEARL practices throughout the network.

The MEARL Manager will report directly to EFE-Maroc's Chief Finance Officer (CFO) and transversally to the Project Director, and will serve as a member of the Senior Management Team, collaborating closely with EFE-Europe and other members of the EFE network on organizational learning, impact measurement, and reporting initiatives.

Duties and Responsibilities:

- Have overall accountability for EFE-Maroc's MEARL function: design, implement, and continuously improve the MEARL framework, tools, and systems across programs and projects
- Ensure that equity and gender considerations are systematically integrated into all MEARL processes

- Track program performance against indicators and report progress to management in a timely manner
- Design and manage evaluation tools for the different stakeholders
- Lead and oversee studies, prospection, and impact assessments with graduates and implementing partners
- Manage and update internal and external monitoring databases; ensure data quality, integrity, and security
- Analyze data collected across programs and produce high-quality monitoring and evaluation reports for internal and external audiences
- Work in close collaboration with all departments (Sourcing, Training, Communications, Partnerships) to ensure data on project progress is current and accurate
- Monitor youth outcomes in line with EFE-Maroc's program standards (training quality, placement, retention)
- Organize regular focus groups with program beneficiaries to assess quality and ensure accountability
- Coordinate with external evaluators mandated to conduct independent assessments of EFE-Maroc's work, and maintain a high standard of quality throughout

Partner MEARL oversight:

- Provide technical guidance and capacity-building support to implementing partners' MEARL teams to ensure consistent data quality and methodology across the network
- Establish shared MEARL standards, tools, and reporting templates for use by all partners
- Review and validate partner-submitted data before consolidation; identify gaps and support corrective action
- Consolidate data from all implementing partners for donor reporting and organizational decision-making

Donor relations and organizational strategy:

- Lead the preparation of quantitative and qualitative data sections for donor reports, in coordination with program and communications teams
- Synthesize findings from monitoring data, evaluations, and field feedback into actionable recommendations for program improvement and organizational learning
- Support senior management in evidence-based strategic planning and decision-making

Key Qualifications

- Master's degree or equivalent in a relevant field (e.g. social sciences, international development, statistics, management, or business intelligence)
- Minimum 8 years of professional experience in monitoring, evaluation, accountability, research, and learning (MEARL) in the international development or social sector
- Demonstrated experience designing and managing MEL systems at organizational or program level, including in multi-partner environments
- Strong quantitative and analytical skills; proficiency with data management and visualization tools
- Knowledge of project management principles and practices
- Knowledge of the challenges related to social development, employability, and human development in the MENA region
- Familiarity with the specific challenges and mission of EFE-Maroc and the broader EFE network preferred

- A genuine passion and strong commitment to EFE's mission of promoting youth employability and a belief in the untapped potential of young people
- Full professional proficiency in English and French (written and spoken)

Compensation

Competitive salary and benefits package commensurate with experience and qualifications.

Application Guidelines

Interested candidates should submit a detailed Curriculum Vitae, a cover letter outlining their suitability for the role, and three professional references to rh@efemaroc.org before August 11. Applications will be reviewed on a rolling basis. Outstanding candidates will be selected for interviews with senior EFE-Maroc leadership. When replying, please state "MEARL Manager" in the subject line.

Note

Education For Employment (EFE) is an equal opportunity employer. It is EFE's policy to seek out and hire, at all levels, individuals without regard to race, religion, age, colour, nationality, sex, sexual orientation, veteran status, or physical ability. We affirm our policy of offering equal employment opportunities to all individuals through our hiring practices.