MONITORING, EVALUATION AND LEARNING SPECIALIST (3)

Position Summary:

Tembo Nickel is seeking to recruit **a Monitoring, Evaluation and Learning Specialist** to join Tembo Nickel Project Team. This role is based at **Kabanga Site on a 6/3 roster**. Monitoring, Evaluation and Learning Specialist provides strategic leadership and oversight of all Monitoring, Evaluation and Learning activities related to land acquisition, resettlement, and livelihood restoration programming. The role ensures that resettlement and RAP implementation are evidence-based, compliant with IFC PS5 and Company Standards, and continuously improved through rigorous data, analysis, and stakeholder feedback. In addition, the role continuously monitors Project Affected Household well-being, ensuring the project is improving the livelihoods of people who have been resettled. The position plays a critical role in safeguarding the integrity of resettlement processes, informing senior decision-making, and ensuring that community impacts, risks, and grievances are effectively monitored, addressed, and integrated into operational planning.

Duties and Responsibilities

Program Delivery and Coordination

- Ensure the effective implementation of the Monitoring, Evaluation and Learning Plan.
- Oversee the implementation of quantitative and qualitative data collection tools that support a robust monitoring and learning approach that enables evidence-based decision-making.
- Ensure the timely and effective implementation of monitoring, evaluation and learning activities (as per the plan) that guide the on-going implementation of the RAP and Livelihood Restoration Plan (LRP).
- Ensure insights and lessons learned from MEL activities are systematically analysed, communicated, and integrated into RAP implementation, community development programs, risk assessments and broader operational planning.
- Provide technical oversight and guidance to the GIS/DATA Specialist and Resettlement Grievance Officer to ensure data integrity, accurate analysis, and timely grievance resolution, including trend identification and integration into continuous improvement processes.
- Prepare and present quarterly performance reports and strategic insights to senior management and the TNCL and KNL Boards, highlighting risks, progress, and recommendations.

Stakeholder Engagement and Relationship Management

- Work closely with internal and external stakeholders to achieve desired outcomes.
- Represent TNCL at the Monitoring and Evaluation Sub-Committee of the Resettlement Working Group.
- Ensure learning obtain through the MEL process are communicated to the Resettlement and Livelihood teams.
- Work collaboratively to identify early red flags and seek to develop revised approaches where programming is not achieving desired results.

Monitoring, Reporting and Compliance

- Maintain accurate records of stakeholder engagements, commitments, and follow-up actions.
- Prepare weekly and monthly reports summarising engagement activities, issues, risks, and recommendations.

- Ensure leadership is made aware of performance issues related to resettlement and livelihood programming and identify recommended solutions.

Health and Safety

- Ensure all activities comply with Tanzanian legislation, company standards, and international
- Maintain full knowledge of Company Health and Safety standards, policies, and procedures, ensuring MEL activities are planned and executed in line with operational HSE requirements.
- Participate in and, where required, lead HSE meetings, toolbox talks, and contractor engagements to reinforce a strong safety culture.
- Ensure timely reporting and escalation of any HSE incidents related to Tembo Nickel operations.

Qualifications

Bachelor's degree in social sciences, Project Management, Development Studies, or a related field with a focus on Monitoring, Evaluation and Learning.
Fluency in English and Swahili

Knowledge and Experience

- Minimum 7 years' experience in MEL or a related field
- Minimum 5 years' experience implementing and monitoring land acquisition, resettlement programs and/or livelihood restoration programs.
- Expertise in risk assessment and analysis.
- Demonstrated experience integrating learning into organisations.
- Ability to effectively influence teams and leadership
- Demonstrated experience working with multicultural teams and local workforces.
- Strong understanding of Tanzanian legislation and international standards, particularly IFC Performance Standards and UN Guiding Principles on Business and Human Rights.
- Proven ability to operate within complex stakeholder environments, including regional and district government authorities, local communities, NGOs, and service providers.

How to Apply

Applicants are invited to send their resumes **indicating the role title in the subject via email** jobs@tembonickel.com

Application closing date is 14th November,2026

Note: We are committed to provide equal employment opportunities based on merits, and we do not charge candidates any fees in the whole recruitment process.

Women are strongly encouraged to apply.