

Mercy Corps Indonesia

Open Vacancy

Dear All,

Please find below open position.

We are seeking qualified candidates to strengthen our team.

BRAVE (Building Flood Resilient Community through Adaptive Livelihood and Runoff Management in Petanglong Area of Central Java Province of Indonesia)

Mercy Corps Indonesia (MCI) is a local Indonesian non-profit organization, which will implement humanitarian, and development assistance programs throughout the country. MCI's mission is to empower people in Indonesia to become healthy, productive, and resilient communities. Resilience means an ability to recover from or adjust easily to misfortune or change.

Program Summary

BRAVE project funded by GCF builds on ongoing initiatives by the MCIs ZCRA (Zurich Climate Resilience Alliance) and Kemitraan's Adaptation Fund (AF) project, addressing their limitations while amplifying successful approaches. ZCRA's resilient livelihood models in 8 villages of Pekalongan have demonstrated the economic and environmental benefits of climate-smart agriculture and adaptive aquaculture. BRAVE builds on these achievements by expanding resilient livelihood practices to new communities across the Kupang and Sengkarang watersheds, embedding proven business models into resilient value chains, and institutionalizing Integrated Water Resource Management (IWRM) across jurisdictions to address upstream, midstream, and downstream drivers of flood risk. At the same time, BRAVE strategically leverages lessons from the AF project which focuses on downstream interventions by applying a holistic landscape perspective, integrating upstream and midstream interventions that reduce pressures on downstream areas. The project also explores potential linkages with ZCRA and AF livelihood interventions, ensuring economic sustainability, while capitalizing on MCI/ZCRA and Kemitraan's established partnerships with local, provincial, and national governments to mainstream climate-resilient and IWRM frameworks.

Pekalongan, Indonesia

MERL (MONITORING, EVALUATION, RESEARCH & LEARNING) MANAGER – BRAVE

General Position Summary

Under the guidance of BRAVE Senior Program Manager (SPM), the Monitoring, Evaluation, Research & Learning (MERL) Manager is responsible for coordinating with consortium counterparts on the MEL system development/review to implement the program. The MERL Manager leads the monitoring and evaluation of the program, including development/review of MEL tools, technology, and plans in coordination with the Country MEL person of YMCI, research activities, baseline and end-line surveys and evaluations, beneficiary and indicator tracking, data compilation and participatory analysis, and implementation of the CARM (community accountability reporting mechanism) process at the program level in accordance with the CARM standards and guidance, and, also contribution to reports and preparation of communication materials. The successful candidate will have a demonstrated ability to supervise the MEL Team, conceptualize MEL plan, as well as demonstrate the skills to analyze data and utilize lessons learned for the continuous improvement of program implementation and promote a culture of learning while ensuring alignment with YMCI's policies, systems, and minimum standards.

Essential Job Responsibilities

- PROGRAM MANAGEMENT
- In consultation with the SPM and in coordination with the Country MEL person of YMCI, develop/review program-specific MEL tools, MEL data system, and train the team and orient consortium members to ensure effective use of program funds and information;
- Develop MEL plan or guidance, provide support, and oversight on the implementation of MEL plan, tools and technology to ensure compliance with GCF and YMCI minimum standards;
- Ensure timely and accurate updates of program indicators and supporting documentation in TolaData, at a minimum on a quarterly basis, in accordance with YMCI and donor reporting requirements.
- Provide training to team members, especially the regional teams on the development of MEL plan, MEL tools & technology, survey design, methodology, data analysis, CARM SOP, in coordination with the Country MEL person of YMCI, and other services as may be required for BRAVE program monitoring and evaluation;
- Assist in data collection and compilation implemented by consortium members, promote continuous learning and program design improvements through facilitation of program-wide MEL analysis and feedback sessions;
- Oversee and conduct data processing, including quality control, validation, verification, and data quality assurance (DQA) for the collected research/survey data and support in data analysis;
- Support the development of program reports, particularly through the presentation of program indicators, data tabulation and analysis into dashboard, in collaboration with KM & Communication Lead;

Mercy Corps Indonesia

- Establish and maintain a program data storage system to ensure all project documents are properly managed;
- Develop timely work plans and reports on program activities: weekly updates, monthly reports, quarterly reports, annual reports, etc;
- Participate/facilitate in project team/consortium coordination meeting.

TEAM MANAGEMENT

- Supervise the MEL Team of BRAVE for all monitoring and evaluation activities and provide technical support for MEL Specialist and regional teams
- Collaborate with other program teams of BRAVE to apply MEL approach into program implementation, in alignment with YMCI minimum standards.
- Collaborate with the Country MEL persons of YMCI to improve MEL system and capacity

INFLUENCE & REPRESENTATION

- Communicate effectively to ensure overall project targets and donor obligations are met.
- Proactively inform stakeholders about Mercy Corps Indonesia programming and build professional and credible relations with community and government stakeholders.

SAFEGUARDING RESPONSIBILITIES

- Actively learns about safeguarding and integrates it into their work, including safeguarding risks and mitigations related to their area of work.
- Practices the values of Mercy Corps including respecting the dignity and well-being of participants and fellow team members.
- Encourages openness and communication in their team; encourages team members to submit reports if they have any concerns using reporting mechanisms e.g., Integrity Hotline and other options.

Knowledge and Experience

- A bachelor's degree in a relevant fields, at least 10 years of relevant professional experience, and at least 8 years of experience working in MEL for non-governmental organizations or development projects, such as USAID, GCF projects, is preferred;
- Strong experience working in a consortium setting and capacity building programs;
- Sound knowledge of the Theory of Change with demonstrated expertise and experience in MEL, including the development and use of result framework, program logframes, indicators, MEL plans and systems, preferably funded by GCF;
- Possess skills in qualitative and quantitative MEL methodologies, techniques and technologies (online data collection: ODK, Enketo, KoBo, MWater, Ona, CommCare; business intelligence/dashboard: Google Data Studio, POWER BI; M&E software/applications: Tola, MAXQDA);

Mercy Corps Indonesia

- Some knowledge of climate change, private sector engagement, and market system development (MSD) preferred;
- Experience in developing and implementing baseline/end-line studies and evaluations;
- Significant experience in team / stakeholders training and institutional capacity building;
- Sound experience with GCF MEL systems and industry guidelines;
- Emphasize the ability to work within established organizational MEL standards and governance structures, collaborating effectively with Country MEL, program teams, and regional/global technical advisors to ensure consistency and compliance.
- Consider adding familiarity with climate resilience, livelihoods, or community development programming.
- Strong computer and data analysis skills (e.g., MS Word, Excel, PowerPoint, Access, SPSS, and other qualitative and quantitative statistical analysis tools);
- Fluency in English and Bahasa Indonesia, both written and spoken, is required;
- Demonstrated attention to detail, able to meet deadlines, takes initiative, anticipate and solve problems;
- Effective time management and organization skills including priority setting and responding to program needs;
- Effective interpersonal communication skills including: Problem-solving skills, being proactive and taking initiative.

Living Conditions / Environmental Conditions

The position is based in Pekalongan and it requires up to 25% travel to support country programs, which may include travel to insecure locations where freedom of movement is limited and areas where amenities are limited.

Accountability to Participants and Stakeholders

Mercy Corps team members are expected to support all efforts toward accountability, specifically to our program participants, community partners, other stakeholders, and to international standards guiding international relief and development work. We are committed to actively engaging communities as equal partners in the design, monitoring and evaluation of our field projects.

Team Engagement and Effectiveness

Achieving our mission starts with how we build our team and collaborate. By bringing together individuals with a variety of experiences, backgrounds, and perspectives, we strengthen our ability to solve complex challenges and drive innovation. We foster a culture of trust and respect, where every team member is valued for their contributions, empowered to reach their full potential, and motivated to do their best work. We recognize that building a strong and effective team is an ongoing process, and we remain committed to learning, improving, and growing together.

Mercy Corps Indonesia

Equal Employment Opportunity

Mercy Corps is an equal opportunity employer committed to providing equal employment opportunities to all employees and qualified applicants for employment without regard to race, color, sex, sexual orientation, religion or belief, national origin, age, disability, marital status, veteran status, or any other characteristics protected under applicable law.

Safeguarding & Ethics

Mercy Corps is committed to ensuring that all individuals we come into contact with through our work, whether team members, community members, program participants or others, are treated with respect and dignity. We are committed to the core principles regarding prevention of sexual exploitation and abuse laid out by the UN Secretary General and IASC and have signed on to the [Interagency Misconduct Disclosure Scheme](#). We will not tolerate child abuse, sexual exploitation, abuse, or harassment by or of our team members. As part of our commitment to a safe and inclusive work environment, team members are expected to conduct themselves in a professional manner, respect local laws and customs, and to adhere to [Mercy Corps Code of Conduct Policies](#) and values at all times. Team members are required to complete mandatory Code of Conduct elearning courses upon hire and on an annual basis.

As an applicant, if you witness or experience any form of sexual misconduct during the recruitment process, please report this to Mercy Corps Integrity Hotline (integrityhotline@mercy Corps.org).

How to Apply

Interested candidates are invited to submit their **CV** and a **cover letter** explaining how their qualifications and experience align with the responsibilities of this position through the following link:

<https://bit.ly/4xkSXoB>

By applying for this position, applicants attest that they have never violated any policy related to sexual misconduct, sexual exploitation and abuse (SEA), child safeguarding, or human trafficking, and have never been disciplined for violating an employer's code of conduct.

Applications will be accepted until **16 August 2026**. Only shortlisted candidates will be contacted for the next stage of the recruitment process.

We encourage qualified candidates who are interested in this opportunity to apply and look forward to receiving your application.

Thank You,
Human Resources Department
Mercy Corps Indonesia