

## Terms of Reference

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**Title:** MERL Manager (Monitoring, Evaluation, Research, and Learning)

**Job Description:** Permanent Full-Time Position

### **ONE DROP FOUNDATION – THE ORGANIZATION**

The One Drop Foundation is an ambitious, agile, and dynamic nonprofit organization founded in 2007 by Guy Laliberté, founder of Cirque du Soleil, with a mission to ensure sustainable access to water for all. As a leader in the water, sanitation, and hygiene (WASH) sector, the One Drop Foundation significantly and sustainably improves the living conditions of communities worldwide through innovative projects aimed at enhancing access to water. For more information, visit [onedrop.org](http://onedrop.org).

### **ONE DROP – THE PEOPLE**

A mission this ambitious requires extraordinary initiatives led by exceptional individuals. One Drop's decision-makers leave no stone unturned, consistently exploring uncharted territories and inspiring those around them. You are one of these leaders. Your energy, passion, and determination motivate those around you, instilling the clarity, optimism, and ambition needed to turn dreams into reality. Your achievements and successes pave the way forward.

### **ONE DROP – THE POSITION**

The MERL Manager collaborates with program team members to enhance the credibility, impact, and visibility of the One Drop Foundation. Through innovative strategies, the MERL Manager documents interventions and processes to support the global community of practice, stakeholders, donors, governments, and the general public, as well as internal teams. This role is instrumental in positioning the One Drop Foundation as a creative leader in the WASH sector and the behavioral change ecosystem, particularly through the Social Art for Behaviour Change (SABC) approach.

### **Key Responsibilities**

**Under the supervision of the Director, Global Programs, the MERL Manager will:**

#### **Monitoring, Evaluation, and Data Management**

- Support programs and leverage learnings from all foundation projects to inform new initiatives, communications, and partnerships.
- Assist implementing partners in developing data collection strategies, methods, and tools related to the SABC approach.
- Integrate gender and climate/environmental considerations systematically into the co-design, monitoring, and evaluation of SABC interventions.
- Update program indicators on the organization's dashboards and create performance matrices to drive continuous improvement.

- Develop standardized operational processes for data management, reporting, and support for project M&E teams.

### **Research and Learning**

- Contribute to the development of global indicators, including systemic indicators reflecting the foundation's two priorities:
  - Engaging stakeholders, partners, donors, governments, and audiences (scale-out).
  - Reaching decision-making institutions (scale-up).
- Design and implement innovative strategies to demonstrate the impact of the SABC approach, incorporating digital tools and processes.
- Develop and facilitate an internal training agenda to strengthen organizational capacities on research and learning topics related to SABC.
- Collaborate in materials such as case studies, scientific articles, and visual narratives for external audiences.

### **Reporting and Scaling**

- Collaborate with the partnerships and communications teams to produce donor reports, communications materials, and the One Drop Foundation's annual Impact Report.
- Support the creation of educational content and provide guidance to the foundation's communications advisor.
- Represent the One Drop Foundation at conferences, webinars, and other events.

### **Other Responsibilities**

- Perform related tasks as required by the Director, Global Programs, and contribute to broader MERL functions.

### **Qualifications and Experience**

#### **Education:**

- Bachelor's degree in international development, social sciences, public health, or a related field (graduate degree preferred).
- Graduate Certificate in Program Evaluation (an asset).

#### **Experience:**

- Minimum of 5 years in a similar position, preferably within the international development or sustainability sectors.
- Demonstrated expertise in monitoring, evaluation, and learning frameworks.
- Experience with scientific, corporate, or philanthropic communications is an asset.
- Familiarity with digital tools and processes for data management and learning.

#### **Skills:**

- Proficiency in English, French, and Spanish (written and spoken).
- Superior writing and research skills across all three languages.
- Advanced proficiency with MS Office Suite (Word, Excel, PowerPoint, Outlook).
- Strong analytical, organizational, and priority management skills.
- Exceptional interpersonal and stakeholder engagement abilities.
- Commitment to detail, rigor, and continuous improvement.

### **Shared Values**

- Curiosity, creativity, and innovation.
- Professionalism and interpersonal excellence.
- Teamwork and adaptability in complex, fast-paced environments.
- Leadership, initiative, and proactivity.
- Dedication to inclusivity, diversity, and equity.
- Commitment to sustainability, climate action, and social impact.

### **Application Process**

Interested candidates are invited to submit their CV, and cover letter to [contact@onedrop.org](mailto:contact@onedrop.org) by March 20th, 2025. Shortlisted candidates will be contacted for an interview process, which may include a technical assessment.

This position offers an opportunity to contribute to transformative global programs and establish yourself as a key player in the WASH sector. Together, let's create a world where access to safe water and behavioral change spark positive, lasting impacts.