

TERMS OF REFERENCE



Monitoring and Evaluation / HMIS Manager - Mozambique

Job Title: Monitoring and Evaluation / HMIS Manager

Country: Mozambique

Location: To be agreed

Reporting to: Project Manager

Contract: Full time, fixed term (recruitment dependent on funding prospects)

Expected start date: January 2026

Deadline: 17 December but applications will be considered on a rolling basis

Who can apply: Mozambique Nationals only

The Monitoring and Evaluation / HMIS Manager will develop and oversee M&E framework, strengthen HMIS, ensure data quality, and generate insights for adaptive program management.

This new position will join a team delivering an integrated disease control, healthcare services, and Water, Sanitation and Hygiene programme in a humanitarian setting.

MENTOR first worked in Mozambique delivering an emergency integrated vector management programme after Cyclone Idai in 2019. In 2021 we implemented projects addressing the high rates of diseases such as malaria, cholera and malnutrition in response to the humanitarian crisis caused by conflict and insecurity.

Working closely in partnership with the health ministry and local organisations, our integrated programme of vector control, access to healthcare, and Water, Sanitation and Hygiene (WASH) has reached hundreds of thousands of people, most of whom are displaced and live in temporary shelters.

Job requirements:

- Master's degree in public health, statistics, epidemiology or related.
- Over seven years' experience M&E of health programmes and HMIS strengthening experience.
- Competencies: DHIS2, survey design, statistical analysis, data visualisation, facilitation.
- Willingness to travel.
- Fluency in English and Portuguese.

Key Responsibilities:

- **M&E Framework:** Define results chain, indicators, baselines, targets; align with donor and national systems.
- **Data Systems:** Integrate DHIS2/eHMIS, LMIS, and campaign tools; build dashboards; set data governance.
- **DQA/DQI:** Conduct routine data quality assessments; implement data quality improvement plans.
- **Surveys and Evaluations:** Coordinate baseline, midline, endline; design ToRs; manage external evaluators.
- **Learning and Adaptation:** Lead learning agenda; after-action reviews; share findings.
- **Capacity Building:** Train facility and district staff on reporting and data use.

The MENTOR Initiative is an equal opportunity employer and values diversity in the organisation. We ensure constant non-discrimination throughout the recruitment process.

The MENTOR Initiative is committed to promoting diversity and gender equality and strongly encourages candidates from under-represented backgrounds to apply.

The MENTOR Initiative applies a zero-tolerance approach to sexual exploitation, abuse, mistreatment or harassment, and other types of unethical behaviour including fraud.

The MENTOR Initiative will contact previous employers of applicants to determine if they have any history of violating international standards and codes of conduct relating to such matters.

To apply: either LinkedIn (preferred) or email CV, a letter of motivation and details of three referees (including your most recent employer) to recruitment@mentor-initiative.org. Please note we cannot give feedback at the shortlisting stage, thank you.