Programme Monitoring, Evaluation and Learning (MEL) Lead

Summary of position

- **Start date:** As soon as possible, with flexibility to accommodate the successful candidate's availability.
- **Department:** Monitoring, Evaluation, and Learning (MEL) - reporting to Corporate Engagement.
- **Hours:** Full-time (~40 hours per week).
- **Location:** Remote – Southeast Asia or Europe
- **Salary:** Shrimp Welfare Project uses a structured compensation approach rather than negotiated salary ranges. This helps us make compensation decisions consistently and transparently across the organisation. You can read more about our compensation approach here.
- **Duration:** Permanent role with a 3-month probationary period
- **Vacation policy:** Flexible, while exercising Freedom and Responsibility.
- **How to apply:** Apply using **this link.**
- **Deadline to apply:** We will consider candidates on a rolling basis until the position is filled.

About Shrimp Welfare Project

Shrimp Welfare Project is a global NGO guiding the shrimp farming industry towards higher welfare practices for a more sustainable and ethical future. We support producers, supplies, and retailers in their transition to more humane methods through our Corporate Engagement programme, focusing on Humane Slaughter and Eyestalk Ablation-Free initiatives. We also conduct and catalyse research on shrimp welfare and responsible aquaculture.

How you will make a difference

Shrimp Welfare Project is working with the global shrimp farming industry to advance humane slaughter practices. Through our Humane Slaughter Initiative, we support producers around the world in transitioning from traditional chill killing to modern electrical stunning systems, improving welfare for billions of animals. We currently partner with over 30 producers across Latin America, Asia, and Africa, helping them adopt equipment and practices that make harvesting both more humane and adjusted for market expectations.

As part of this effort, we are looking for a **Programme MEL Lead** who will drive our Humane Slaughter Initiative MEL strategy and execution. This role combines building and improving data collection tools and processes remotely, working closely with cross-functional teams (Programme Implementation, Research, Corporate Engagement) and corporate stakeholders (including producers, seafood companies and retailers) to design and implement an MEL strategy that assesses and enables continuous improvement of our Humane Slaughter Initiative's impact and cost-effectiveness. This could entail periodic field visits to test methodologies and collect data directly on the ground and troubleshoot data collection challenges firsthand. The ideal candidate enjoys solving practical problems and translating real-life data into robust evidence that improves programme implementation and animal welfare.

Role and Responsibilities:

1. **MEL Strategy & Verification Design:**
    - Design, lead, and continuously improve the verification of humane slaughter implementation. This includes developing verification systems, refining methodologies, managing the implementation of these systems across farm sites;
    - Identify gaps in current data collection and propose solutions to improve data quality and reliability.
    - Support the design of field case studies evaluating stunner effectiveness, and other research-adjacent MEL initiatives as priorities evolve;

2. **Tools & Systems:**
    - Build and maintain verification systems in coordination with producers, programme implementation staff, and equipment manufacturers' teams;
    - Test, troubleshoot, and refine verification systems based on feedback from the field;
    - Coordinate data governance and data exchange processes with external partners.

3. **Verification Field Work:**
    - Conduct periodic field visits to test validation methodologies and collect data directly on farm sites and observe real harvest conditions;
    - Work with field coordinators and train producers on data collection protocols and tools;
    - Troubleshoot on-site data collection challenges and feed learnings back into tool and process design.

4. **Cross-Team Coordination:**

- Work closely with the Programme Implementation & Producer Engagement, Corporate Engagement, and Research teams to align MEL efforts with programme priorities;
- Coordinate with the overall MEL workstream to ensure Programme MEL findings feed into broader MEL systems and reporting;

5. **Reporting & Learning:**
   - Analyze Programme MEL data and produce clear findings to inform programme decisions and external communications;
   - Document Programme MEL processes and results to strengthen SWP's fulfilment of impact goals and impact reporting to relevant stakeholders.

What this role looks like in practice:

- Flexibility and willingness to travel in Asia, Latin America, and Africa to join commissionings and make MEL-specific visits to farm sites. We expect this role to travel on average once every 2-3 months, depending on programme needs.
- Willing to work at shrimp farm conditions for short periods of time (less than 5 days at a time). Work-related travel costs will be reimbursed, and Travel Guidelines are in place to maintain a healthy work/life balance and safety;
- Comfortable working in shrimp farm environments, including prolonged standing, walking on uneven terrain, exposure to heat, humidity, mud, and direct sunlight;
- Flexibility to work occasionally outside standard office hours to observe harvests or to conduct MEL or verification activities;
- Comfortable working around live animals and commercial harvest operations;

What we need:

- Fluent in English;
- Strong experience in monitoring, evaluation and learning in practical contexts;
- Strong experience designing and implementing field studies, audits, inspections, or validation activities in operational environments;
- Strong analytical skills, with experience or aptitude in data collection, data quality checks, and turning field data into actionable insights;
- Experience with building and refining data collection tools and processes;
- Proactiveness; taking initiative; and strategic thinking; able to manage ambiguity
- Strong interpersonal and communication skills, with the ability to work closely with producers, field teams, and colleagues of other departments;
- Have a mind for technicality or willingness to learn technical knowledge on equipment and technology;
- Strong problem-solving skills, with attention to detail in identifying and resolving data inconsistencies;

- A pragmatic mindset, with the ability to balance rigour with real-world constraints and develop practical MEL solutions that work in field conditions and support useful decision-making.

What would be a plus to have:

- Second fluency in Vietnamese or Spanish;
- Experience in aquaculture

We are open to candidates who may be stronger in some areas while still developing in others. We understand that applying for a new position takes effort and want to thank you in advance for taking the time to introduce yourself. We can't wait to meet you!

Benefits of working at Shrimp Welfare Project:

- Recognized as one of the most effective animal orgs (by Animal Charity Evaluators & FarmKind).
- Our (Shr)impact is one of the most cost-effective animal causes, and your work will help us improve the lives of billions of animals.
- We are well-funded and entering a pivotal phase of growth, making this an exciting opportunity to support one of our core programmes and amplify our impact.
- Be part of a highly skilled, driven, and diverse team of passionate individuals from all over the world.

Want to know what to expect ahead?

Step 1: Complete the application form. Applications will be reviewed and responded to on a rolling basis. **Please note with the upcoming holiday season and lunar new year, there may be a period of delay for the team to reach out to candidates.*

Step 2: If shortlisted, a test task where you will be asked to complete a mock piece of work to give us an opportunity to see your skills in action. You will have 7 business days to complete the task.

Step 3: Final candidates will join an online interview to discuss the role in more detail and learn more about one another. The interview may be a panel interview and/or recorded for the hiring panel.

Step 4: You will be informed within 21 days of your interview on our decision.

Equal opportunity

Shrimp Welfare Project is committed to building a diverse and inclusive team. We encourage qualified individuals to apply, regardless of ethnic background, race, sexual orientation, sex, gender identity, age, ability, etc. Please contact us at info@ShrimpWelfareProject.org if you have any questions or concerns regarding accessibility, and we will endeavour to make adjustments throughout the process where possible.

This application form and job process was created based on the recommendations from the Inclusive Hiring Workshop series co-hosted by Animal Advocacy Careers and Scarlet Spark. Our Director of Operations, Kari Snorek, who is overseeing this hiring process, completed the 3 part series in June of 2023.