

PMELS Lead (Planning, Monitoring, Evaluation, Learning and Sharing)

Agro Eco is an international consultancy and implementation partner dedicated to advancing sustainable agriculture and resilient rural livelihoods. Headquartered in the Netherlands, with offices in Accra and Kumasi serving West Africa, we work alongside donors, NGOs, governments, and private-sector clients to design and deliver impactful projects for farming communities.

Since 1990, Agro Eco has specialized in supporting smallholder farmers to access higher-value markets through cocoa agroforestry systems, sustainable certification (Organic, Rainforest Alliance, Fairtrade), and climate-smart practices. We help farmer groups organize and professionalize, provide technical assistance, guide certification processes, and conduct research to strengthen supply chains and improve product quality.

Our projects focus on Climate-Smart Cocoa, agroforestry, biodiversity conservation and landscape approaches, always with the goal of improving the livelihoods and resilience of farming families. By combining research and innovation with hands-on fieldwork, Agro Eco has enabled tens of thousands of farmers to benefit from sustainable production systems and fairer market opportunities (www.agroeco.net).

At Agro Eco we encourage diversity and inclusion across the organization. With this commitment to diversity, we are proud to be an equal opportunity employer and do not discriminate on the basis of gender, race, religion, sexual orientation, age or disability. Agro Eco's core values are fair play, openness and trust, respect for environment & people, professionalism, inspirational & motivating organization.

Position summary:

Agro Eco is seeking a dynamic and results-oriented PMELS Lead to strengthen our Planning, Monitoring, Evaluation, Learning and Sharing systems across multiple projects in Ghana. The PMELS Lead will provide strategic direction, oversee data collection and analysis, and ensure continuous learning and knowledge sharing within the organization. S/he will guide and support the PMELS team (including the Data Analyst), collaborate closely with technical and project staff, and contribute to evidence-based decision-making that drives impact. The PMELS Lead will report to and work closely with the Programs Manager.

This role requires both a "helicopter view" over multiple initiatives and a hands-on approach to improve existing processes, mentoring team members, and improving M&E practices. The PMELS Lead will also ensure that Agro Eco's own KPIs, research outputs and project learnings are effectively monitored, evaluated, and shared with relevant departments.

Key Responsibilities

- Provide overall leadership for PMELS, setting priorities and ensuring alignment with organisational goals.
- Manage, coach, and support the PMELS team (including the Data Analyst), fostering a culture of learning, collaboration, and accountability. Guide staff in applying adaptive management approaches and in embedding “lessons learned” across projects.
- Supervise the various projects of the PMELS team, ensuring deadlines are met while maintaining high quality standards.
- Design, implement and oversee M&E, data collection, analysis, reporting, and quality control for multiple projects.
- Work closely with management and the project technical staff to evaluate and continuously improve processes across the organization.
- Lead the development and review of project Theories of Change, results frameworks, and performance indicators.
- Supervise the maintenance and evolution of a centralized data management system (in collaboration with the Data Analyst).
- Liaise with external (software) partners (e.g., Meridia, Farm Logic, Farm Force) to ensure effective data collection and usage across the field staff (in collaboration with the Data Analyst).
- Promote learning and knowledge sharing across the organisation through workshops, trainings, and documentation of “success stories” and case studies.
- Track and report on Agro Eco’s organisational KPIs and research outcomes.
- Uphold data security, confidentiality, and best practices in monitoring and evaluation.

Qualifications

- Proven experience (5+ years) in Planning, Monitoring, Evaluation, Learning, and Sharing (PMELS), project management or similar functions, preferably in the cocoa, agroforestry, certification, carbon sequestration, or development/NGO sectors.
- Demonstrated leadership experience: team management, project management, coaching, mentoring, and building staff capacity.
- Ability to see both the “big picture” and operational details; strong analytical, critical, and process thinking skills.
- Strong skills in M&E methodologies and knowledge of data management.
- Strong knowledge of Information Technology and computer skills (MS Office Suite). Experience with Geographic Information Systems (GIS) and data visualization tools (Tableau, Power BI) are preferred.
- Results-driven, innovative, and solution-oriented, with the ability to identify challenges and implement practical solutions.

- Collaborative and supportive team player with excellent communication skills.
- Ability to facilitate and provide training, materials/tools, and ongoing guidance across members of the organisation, including field staff and project management.
- Field experience in data collection, project monitoring, or participatory approaches is highly desirable.
- Excellent written, oral and graphical communication skills in English.
- Willingness to 3-5 years' commitment.
- Willingness to travel to the field

Job Location

Kumasi, Ghana

Deadline

30/11/2025

Send application and CV to the email address below with subject PMELs Lead

jobs@agroeco.net