

JD - Senior Consultant - M&E (SHSRC)

The Meghalaya State Health Systems Resource Centre (SHSRC) under the National Health Mission (NHM) provides technical assistance and capacity-building support to strengthen the public health system in Meghalaya. As the state scales up key interventions in maternal and child health, health systems strengthening, digital health, NCDs, and community-based care, robust Monitoring & Evaluation (M&E) systems have become crucial.

SHSRC seeks an experienced Senior M&E Consultant to lead the design and institutionalization of evidence-driven monitoring, evaluation, and learning mechanisms that empower the Department of Health & Family Welfare to make timely, informed, and actionable decisions.

This position is supported financially and technically by the Gates Foundation.

Position Overview

The Senior M&E Consultant will lead the development of results frameworks, learning systems, evaluation studies, and data-driven decision-support processes across health programs. The consultant will work closely with NHM divisions, the Health Department, development partners, and district teams to strengthen data systems, improve data quality, build capacities, and promote a culture of learning and adaptive program improvement.

Age Limit: Below 50 years

Work Location: Shillong, Meghalaya, with regular travel to districts

Remuneration Range: Between Rs. 1,75,000/- to Rs. 2,00,000/- for 20 days of engagement per month.

Contract Tenure*: 2 years

***The engagement beyond beyond 31st March 2027 will be on part-time basis in the following manner:**

150 days for FY 2027-28

75 days for FY 2028-29

Role and Responsibilities:

A. MLE Framework Design & Systems Strengthening

- Lead the design and implementation of state-level MLE frameworks, including theories of change, results chains, indicator reference sheets, performance dashboards, and data flow mechanisms.

- Strengthen monitoring and evaluation mechanisms across all priority health programs under the Meghalaya–Gates Foundation partnership.
- Support development and refinement of program monitoring systems, including digital data platforms, dashboards, and reporting tools.

B. Data Analytics, Insight Generation & Decision-Support

- Conduct regular analysis of routine data (HMIS, RCH Portal, LMIS, MOTHER Dashboard), surveys, and research datasets to generate actionable insights for program strategy and implementation.
- Present key findings to state leadership, enabling data-driven planning, prioritization, and course correction.
- Develop quarterly insight reports summarizing performance trends, bottlenecks, and recommended actions.

C. Evaluation & Learning

- Design and lead process evaluations, outcome evaluations, rapid assessments, and implementation research studies.
- Conduct situation analyses of RMNCH+A and other programs to ensure comprehensive, timely, and actionable information is available
- Establish learning loops (pause-and-reflect reviews, learning briefs, after-action reviews) to institutionalize a culture of continuous improvement.

D. Capacity-Building & Mentorship

- Develop and roll out capacity-building modules for state, district, and facility staff on monitoring, data quality improvement, analysis, visualization, and decision-making.
- Mentor junior team members and government officials to strengthen institutional capabilities in MLE.

E. Strengthening Data Quality

- Conduct field visits to observe program implementation, validate data, and triangulate findings from HMIS, registers, and community interactions.
- Analyse bottlenecks, propose evidence-based solutions, and follow up on action plans.

F. Additional Responsibilities

- Work closely with other divisions within SHSRC, the Regional Health & Family Welfare Training Center, Nursing Council, and other stakeholders as required.
- Undertake other tasks which may be assigned from time to time by the reporting Manager/Officer.

Qualification & Required Competencies:

A. Educational Qualifications

- MBBS, or postgraduate degree (MD/MPH/PhD) in Public Health, Epidemiology, Biostatistics, Demography, Development Studies, or related disciplines from reputable institutions.
- Educational qualifications may be relaxed for exceptional candidates.

B. Professional Experience

- Minimum 7 years of post-qualification experience in monitoring, evaluation, and learning for health or nutrition programs.
- Proven experience designing and implementing M&E frameworks for large, multi-district or state-level programs.
- Demonstrated ability to lead evaluation studies, data analysis, and evidence-based program improvement.
- Experience working with government health systems (NHM/state departments) is highly desirable.
- Field experience in hilly, rural, or Northeastern India contexts is an advantage.

C. Technical Skills

- Strong analytical ability and proficiency with MS Excel/Google Sheets, PowerPoint, and data visualization platforms (Power BI/Tableau); familiarity with statistical tools (R/Stata/SPSS) is preferred.
- Strong understanding of HMIS, RCH Portal, and other national/state MIS systems.
- Ability to develop indicators and communicate insights clearly.

D. Behavioural Competencies

- Strong critical thinking and problem-solving capabilities.
- Excellent oral and written communication skills, including the ability to prepare analytical reports.
- Ability to work collaboratively in multi-disciplinary teams and manage multiple assignments simultaneously.
- Willingness to travel extensively across districts.

Application Guidelines

- To apply you are required to fill in the application form in the link mentioned below: <https://mbda.jotform.com/261372209811958>
- Please ensure to mention the exact position applied for in the subject line without which your application will not be accepted.
- It is mandatory to mention Age, Year of Passing the Degrees, Current and Past Employment dates on your resume, without which your resume will not be accepted.