

# Monitoring, Evaluation and Learning Officer

Application pack  
March 2026



**Global  
Witness**



**Valued.**

Environmental activists hold signs against the reclamation of Manila Bay, in Quezon City, Metro Manila, Philippines, August 2022. Basilio Sepe

# Welcome

We are reshaping a lot at Global Witness right now, so it is an exciting time to join! We have a new strategy, a new structure, and I am putting together a small team that will sit at the intersection of monitoring, evaluation, learning, project management and foresight to help us be more agile and effective.

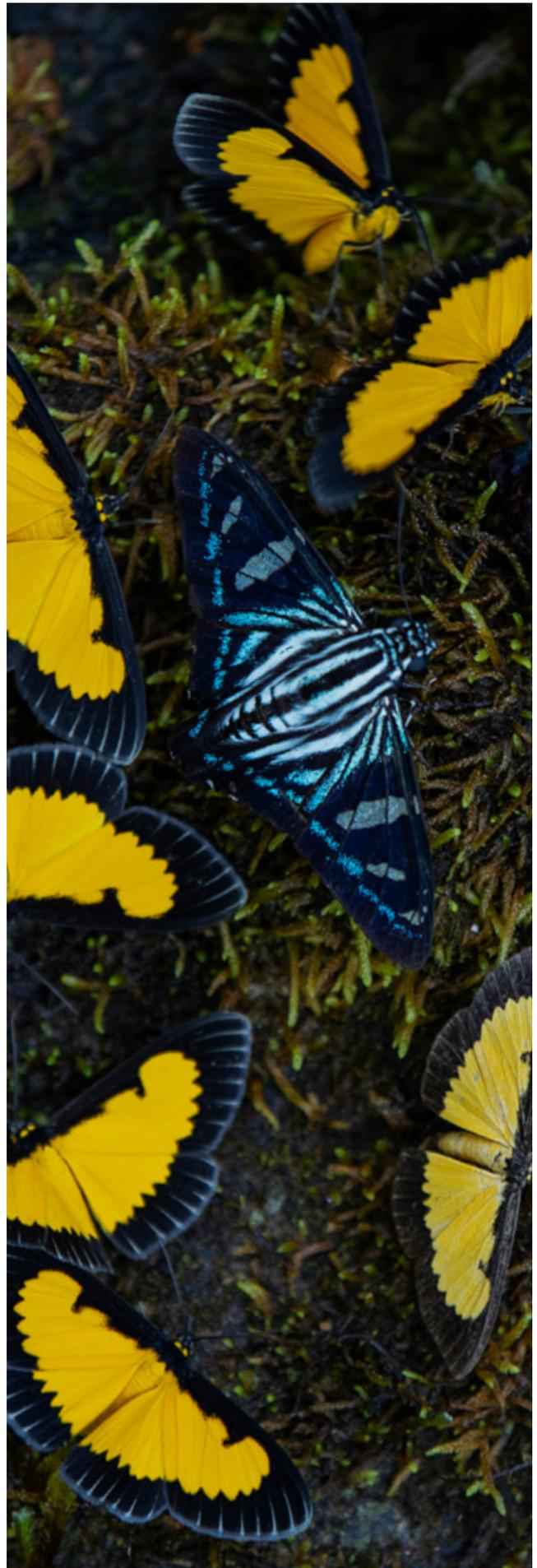
The work will be varied and experimental in many ways, you might help shape a grant results framework one week, working with partners or campaign teams the next, analysing evidence, improving systems, or helping us step back and look at the wider context through a foresight lens.

I am looking for people who are curious, thoughtful and proactive, who care about relationships and judgement as much as tools and frameworks, and who are comfortable challenging us to be better!

Lauren Burrows  
she/her  
Deputy Director of Impact



Photo showing intact forest and biodiversity in Acre state, Brazil, November 2020. Lalo de Almeida/Panos/Global Witness



# About us

We are an independent, global organisation of investigators and campaigners using cutting edge investigative methods. We shine a light on the financial and political systems that enable corporate abuses of power that harm people and planet.

## Our history

For over 30 years, Global Witness has pioneered an approach that merges bold investigations with determined campaigning to secure better protections for people and our planet.

We've gone undercover to unmask the violence and secretive deals that underpin the "blood diamond" industry. Our data-driven analysis has tracked the flow of commodities across the globe. And we've sought out powerful testimonies that tell the story of environmental harm and repression first-hand.

With three decades of campaigning for a fair and just planet under our belt, we reframed our focus in 2020 to address humanity's greatest challenge: the climate crisis.



With the perpetrators of attacks on defenders rarely punished in Mexico, activists like Isela Gonzalez Diaz, the Chairperson of Alianza Sierra Madre, find their work restricted by the threat of attacks. Thom Pierce | Guardian | Global Witness | UN Environment

## Global Witness now

As the climate emergency has accelerated over the decades, our work has gained new focus. Our sights are now set on the overlap between today's greatest existential threat, the climate crisis, and people – exposing those whose own interests are helping to worsen the climate emergency, and the communities who keep standing up to them, no matter the cost.

We work with the people who are directly impacted to ensure they are protected from threats when speaking out and included in climate decision-making as the world transitions to clean energy.

We have shared the stories of Indigenous Peoples and land environmental defenders, whose livelihoods have been irreparably shaken by agribusiness, mining and extreme weather events aggravated by fossil fuel emissions and we're campaigning for those same voices to be granted a seat at the table in key national and international decision-making spaces.

As part of the Kick Big Polluters Out coalition, we are using pioneering data-driven techniques to count the fossil fuel lobbyists flooding climate COP summits every year.

We're tracing how money continues to flow into destructive industries, be it western banks' investments that fund deforestation or convoluted shipping routes that keep Russian oil profits in play despite UN sanctions. We're lending our voice to calls for a just energy transition, lobbying hard to secure strong protections for the environment and communities that are impacted by critical mineral mining – an essential industry for the green energy transition, but one that must not be allowed to repeat historic harms.

And we're monitoring the growing scourge of climate disinformation, while calling for digital platforms to enshrine an online space that serves democracy.

In everything we do, we remain committed to challenging the power imbalances at the heart of the climate crisis.

## How we work

We have just under 90 staff, and offices in London, Washington D.C. and Brussels, and we have a presence in South America and Asia too.

Aerial image of Mu village, Pomio District, East New Britain Province  
Global Witness

## Our values

### Empowering

Amplifying, solidarity, care

### Fearless

Truth, honesty, risk

### Rigorous

Standards, accountability, learning

### Relentless

Focus, impact, persistence

## Our cultural priorities

### Adaptive intelligence

This is about being open about how we do things, continually learning and adapting as we need to in a more agile way.

### Disciplined focus

This is about making sure we are doing the right things for communities, partners and people.

### Collective impact

This is about being focussed on the impact we have and working together to achieve it, as one team.



Ramón gives a tour of the land in Columbia that his family owns, showing the diversity of flora that has been taken over by palm oil plantations. Thom Pierce | Guardian | Global Witness | UN Environment

# Job description

<b>Job title:</b>	MEL Officer	<b>Location:</b>	London (Hybrid working with a minimum of 2 days a week in the office)
<b>Reports to:</b>	Deputy Director of Impact		
<b>Direct reports:</b>	N/A		

## Role summary

The role will provide essential support to strengthen monitoring, evaluation and learning across Global Witness. Working closely with the MEL Lead and colleagues in the Campaign function and other teams, you will help collect and analyse data, maintain systems, and contribute to learning processes that enable us to understand and demonstrate our impact.

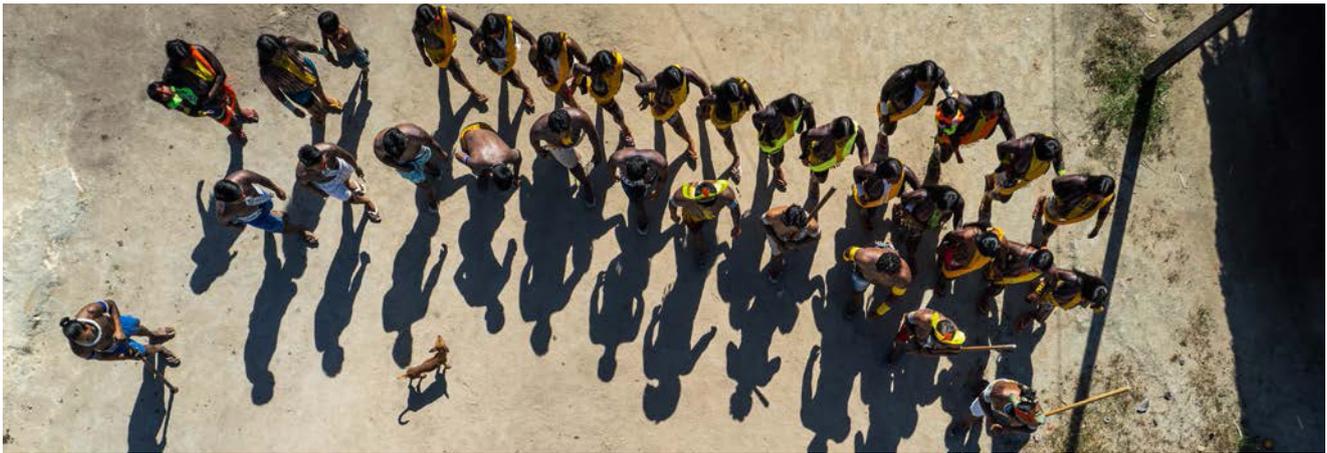
## Key Responsibilities

### Monitoring, Evaluation and Learning

- Support the Campaign function to implement MEL plans, including setting up data collection and tracking tools.
- Collect and manage qualitative and quantitative data, ensuring accuracy and consistency.
- Assist with analysis and presentation of MEL data, producing clear summaries, visuals and updates.
- Help compile evaluation reports and learning products under the guidance of the MEL Lead.
- Contribute to the ongoing development of theories of change, and results frameworks.

### Systems and learning

- Maintain MEL systems and shared digital spaces so information, tools and learning are easy to access.
- Help coordinate MEL activities, such as learning sessions, surveys and partner feedback exercises.
- Keep records of MEL activities, insights and lessons learned, ensuring these are captured and shared across teams.
- Support the MEL community of practice, helping with meeting logistics, note-taking and resource-sharing.



Kayapó Indigenous community in Aldeia Baú, Pará, Brazil, 2023. Cícero Pedrosa Neto / Global Witness

## Key responsibilities (continued)

### Support for reporting and fundraising

- Contribute MEL information and data for donor reports and funding applications.
- Assist with drafting indicators, activity tracking tools and monitoring templates for projects.
- Track deadlines for MEL-related donor deliverables and support timely submissions.

## Ways of working and collaborating

- Work proactively to support the organisation in meeting its purpose, strategy, and priorities.
- Works in line with the Global Witness values in all interactions internally and externally.
- Work collaboratively and positively across the team and whole organisation contributing to cross organisation projects, key events, and initiatives.
- Responds to challenges, explores new ideas and takes initiative in all aspects of teamwork.
- Builds and maintains positive relationships with diverse range of external allies and partners.

- Demonstrates an active commitment to creating a diverse and inclusive workplace.
- Works within Global Witness policies and procedures at all times, including confidentiality, source protection and security, legal and contractual requirements, and general office procedures.
- Build positive working relationships across teams to encourage engagement with MEL.
- Support learning sessions and reflection workshops, capturing insights and agreed actions.
- Ensure that partners can influence and engage with Global Witness’s MEL processes
- Provide logistical and administrative support for external evaluations, including managing documents and liaising with consultants.
- Work collaboratively with colleagues to integrate MEL into day-to-day work and organisational priorities



Kayapó community on the banks of the river in Baú territory, Pará, Brazil. Karina Iliescu / Global Witness

# Person specification

- Experience in a monitoring, evaluation and learning role, or related experience in research, data analysis, or project support.
- Experience of working with partners in an equitable way and demonstrable experience engaging partners in and across MEL processes.
- Understanding of MEL approaches and methods, with some experience using both qualitative and quantitative techniques.
- Strong data management and analysis skills, including proficiency in Excel; experience with other MEL tools/software an advantage.
- Good organisational skills, with the ability to manage competing tasks and deadlines.
- Clear communicator and facilitator, able to present information in an accessible and engaging way.
- Collaborative and proactive team player, able to manage multiple tasks and meet deadlines.
- Commitment to Global Witness’s mission and values, including diversity, equity, and inclusion.

# Terms of appointment

**Salary:** £42,264

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**Contract:** Permanent, full time. Flexible working will be considered.

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**Location:** We operate a hybrid working model which requires at least 2 days in our office based in Bethnal Green, London.

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**Annual leave:** 25 days a year and 8 public holidays pro-rated for if you work part time or compressed hours.

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**Pension:** We make an employer contribution of 7% and you contribute 1%, but you can increase your contribution.

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**Additional:**

- We are currently in a shorter working week pilot, where everyone works 30 hours Monday to Thursday with Friday off, with no impact on full time salary. This will be reviewed in May 2026.
- Gender neutral parent leave with 6 months paid leave after 12 months service.
- We have a union recognition agreement with Unite, meaning that Unite is the officially recognised union for UK based staff.
- Bike to work scheme.
- Eye tests.
- Season ticket loan.
- Family friendly policies.
- We provide Private Healthcare

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# How to apply

Valued Recruitment is working exclusively with Global Witness to recruit for their growing team. We are an ethical recruitment company, intent on hiring inclusively and transparently. The closing date for this role is Tuesday 14<sup>th</sup> April. To apply, we welcome a CV and 500 words which answers the following questions;

1. Can you share an example of when you developed or introduced a project management structure or tool for a team, project or organisation where people were time-poor, unfamiliar with the terminology, or sceptical of its value? What did you do to make it practical and useful? (250 words)
2. What do you think needs to change in project management practice if organisations are to respond well to an increasingly uncertain and fast-changing world? (250 words)

Please send this to

[anna@valued-recruitment.co.uk](mailto:anna@valued-recruitment.co.uk)

Accessibility is incredibly important to us here at Valued Recruitment and at Global Witness. If you would like any accessibility amendments or support throughout the application and interview stage, please don't hesitate to let us know. No question or request is too big or too small. We want this process to be comfortable and enjoyable and a chance for you to bring your best self to the process.

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**We look forward  
to receiving your  
application.**

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