



IWGIA

INTERNATIONAL WORK GROUP FOR INDIGENOUS AFFAIRS

MEAL advisor

IWGIA is seeking a Monitoring, Evaluating, Accountability and Learning (MEAL) Adviser. As an Adviser, you will be responsible for supporting the development and the implementation of IWGIA's MEAL framework and processes. You will be working with a team in IWGIA and with partners to document results, facilitate learning and support capacity building.

IWGIA is an international human rights organisation, founded in 1968, that has partnered with Indigenous Peoples in their struggles for rights, recognition, and dignity for nearly six decades. We promote and defend Indigenous Peoples' collective and individual rights, in partnership with Indigenous Peoples. IWGIA works with more than 70 partners across 32 countries focusing on four thematic: 1) Human Rights Systems, 2) Climate and Biodiversity, 3) Land Defence and Territorial Governance, 4) Indigenous Women and Indigenous persons with diverse Sexual Orientation, Gender Identity and Expression, and Sex Characteristics (SOGIESC).

Your primary tasks:

- Responsible for supporting the development and implementation of a MEAL framework, as well as ensuring harmonized and standardized systems and procedures across the different programmes.
- Responsible for the development and follow up of our Key Implementation Plan and Result frameworks.
- Revision and implementation of our MEAL guidelines and, in close coordination with our finance team, participate in the development and implementation of our Value for Money framework.
- Ensure the development of effective monitoring and reporting systems that track programme outputs and quality, generate solid evidence on outcomes, and support data-driven decision-making.
- In collaboration with relevant staff, facilitate dialogue and documentation on the relevance, coherence, effectiveness, efficiency, impact, and sustainability of our programmes for evaluation and learning and for donor reporting requirements.
- Facilitate and participate in the production of periodic monitoring reports to donors and IWGIA annual reports.
- Facilitate internal dialogues on outcomes harvesting and lessons learnt, ensuring that data is consistently collected and used to inform decision-making.
- Participate in fundraising, relevant project meetings, and review meetings, in order to highlight cross-project components aimed at replicating good practices and strengthening synergies between projects or programmes.
- Design and manage evaluations/reviews, including development of ToRs, advising management on approval of final reports, preparing the management response to evaluations, and the dissemination of evaluations.
- Provide timely and high-quality advice to programme advisors and senior advisors on MEAL issues.



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- Build capacity, train, and support IWGIA's staff and partners to improve monitoring or any other MEAL needs.
- Ensure systematic follow-up on recommendations arising from donor reviews, donor consultations, oversight visits, capacity assessments, and related processes, securing timely action and documentation across the organisation.

You as the candidate:

- Have an advanced university degree in a relevant field of study.
- Have a minimum of 5 years of direct experience in MEAL related work.
- Have experience in effectively working with a variety of donors' requirements including EU, Finland, Denmark, and private foundations.
- Have experience working with human rights organisations and partners from around the world.
- Have the ability to develop and utilize qualitative and quantitative M&E methods as well as analyze results and data and summarize it for a range of different audiences.
- Have excellent skills in MS Word, Excel, and PowerPoint.
- Have a high level of oral and written communication skills in English and preferably a good level in Spanish and Danish.
- You are a team player and have a positive and constructive approach.

In return, we offer:

A position in a global human rights organisation dedicated to promoting and defending Indigenous Peoples' rights, where you get the opportunity to influence development and put your professional and personal skills into play. You get committed colleagues with whom you can spar in a good and engaging working environment where we help each other.

You will report directly to IWGIA's Head of Programmes.

Working hours are 30 to 37 hours a week, including ½ an hour for lunch. IWGIA follows the state's salary levels. We offer a 2-year employment contract with the possibility of extension.

Work location will be at Prinsessegade 29 B, 3rd floor, 1422 Copenhagen. IWGIA does not cover the cost to relocate.

IWGIA is an equal opportunity employer and values diversity in its workforce. We encourage applications from all qualified individuals regardless of race, color, religion, political views, sex, sexual orientation, gender identity, national origin or disability. All applications will be treated confidentially.

Application deadline: 23 March 2026

First interview is scheduled for week 15/16. Start date is 1st June 2026.

Please send a short motivation letter and your CV to position@iwgia.org.

For more information contact Head of Programmes, Geneviève Rose: gr@iwgia.org

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