



Vacancy Announcement

Position: Learning, Monitoring and Evaluation Officer, RECOFTC Main Office

Deadline for application: 17 March 2025

RECOFTC is an international nonprofit organization working towards a future where resilient communities with respected rights thrive in forest landscapes that they manage sustainably and equitably. We take a long-term, landscape-based and inclusive approach in supporting local communities to secure their land and resource rights, stop deforestation, find alternative livelihoods and foster gender equality. We have more than 37 years of experience working with people and forests and have built trusting relationships with partners at all levels. As a trusted, honest broker, we occupy a distinct position as an international organization that supports, informs and brings together governments, communities, businesses, academia and civil society organizations. Our innovations, knowledge and initiatives enable countries to foster good forest governance, mitigate and adapt to climate change and achieve the UN Global Goals.

RECOFTC operates in the Asia-Pacific region, with country programme offices in Cambodia, Indonesia, Lao PDR, Myanmar, Nepal, Thailand and Viet Nam.

RECOFTC is closely collaborating with the Wyss Academy for Nature to research, develop and implement innovative solutions to tackle climate change, biodiversity loss, land use change and rising inequality. These solutions aim to connect technical, social, economic, institutional and policy innovations at the interface of nature and people.

RECOFTC is seeking a Learning, Monitoring and Evaluation (LM&E) Officer for the Wyss Academy to support the planning and implementation of activities under the RECOFTC-Wyss Academy collaboration. The successful candidate will be based at the RECOFTC Main Office in Bangkok, Thailand and will be offered a 24-month contract with the possibility of extension, contingent on funding availability and satisfactory performance.

The Wyss Academy for Nature is a Swiss foundation that co-designs and tests new development pathways and conservation approaches that benefit both nature and people, building on scientific knowledge, stakeholder engagement and implementation of innovative solutions. The Wyss Academy operates through four regional stewardship hubs located in East Africa (Kenya), South America (Peru), Southeast Asia (Thailand) and Europe (Switzerland) with the vision to achieve a just and sustainable world in which nature conservation and human wellbeing reinforce each other.

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Specific tasks and duties

The LM&E Officer is a member of the RECOFTC team and works closely with Wyss Academy's Hub Southeast Asia and LM&E teams, as well as with the global Wyss Academy team. The position reports to the Wyss Academy Southeast Asia Regional Hub Director and Senior Advisor. The LM&E Officer is responsible for designing and implementing effective and efficient learning, monitoring and evaluation systems to track progress and measure the impact of Wyss Academy's projects in Lao PDR and Thailand.

Specific duties and responsibilities include:

- Manage the development and implementation of impact-oriented learning, monitoring and evaluation (LM&E) strategy and framework at the Hub, solutionscape and project levels for the Southeast Asia Hub
- Support the Southeast Asia Hub in defining theories of change, programme and project outcomes, outputs and impact indicators aligned with theories of change at the regional hub and global levels
- Oversee the collection and analysis of baseline and monitoring data for the Southeast Asia Hub's solutionscapes and projects
- Implement quality assurance mechanisms and monitoring checks at the Hub level
- Coordinate reporting requirements, activities and timelines with project managers and partner organizations to ensure high-quality reports and deliverables
- Lead the Southeast Asia Hub's reporting and evaluation processes
- Organize LM&E capacity-building activities for Southeast Asia Hub staff and partner organizations
- Create and facilitate internal and external learning spaces with partners and relevant stakeholders to improve processes and impact
- Represent the Southeast Asia Hub in Wyss Academy's global LM&E team and support the implementation of Wyss Academy's LM&E strategy in the Southeast Asia Hub
- Develop LM&E procedures, guidelines and templates for the Southeast Asia Hub in coordination with the global LM&E team
- Contribute to the development, implementation and management of the Southeast Asia Hub's projects and activities
- Perform other tasks as assigned by the Hub Director and Senior Advisor

Qualifications and experience

The LM&E Officer will have the following essential and desirable qualifications and experience:

Essential

- Master's degree related to the relationship between nature and people (e.g., Geography, Social Forestry, Agriculture, Environmental Sciences, Sustainability, Development Studies), or equivalent professional experience
- Minimum of five years of experience in learning, monitoring and evaluation, particularly in sustainable development, nature conservation and/or natural resource management within the public, private or development sector in Thailand and Lao PDR
- Expertise in programme design, theories of change, outcome mapping and harvesting methodologies, open standards or logic frameworks
- Experience in data collection, management and analysis, including field experience
- Track record of working at the interface of science, policy and practice

- Willingness to work in an international setting with frequent domestic and international travels
- Self-motivated, passionate, collaborative and impact-driven personality with proven experience in leading and managing collaborative initiatives involving actors from different sectors (academic, public, private) with diverse cultural backgrounds and languages
- Adeptness in meaningful and sensitive community engagement, including the use of inclusive and participatory approaches
- Excellent communication skills and fluency in English and Thai, both spoken and written
- Thai nationality

Desirable

- Expertise in LM&E systems development and implementation
- Proficiency in Lao and/or Chinese languages

RECOFTC's core values

At RECOFTC, our core values are the foundation of our culture and guide all our work. In addition to job-specific skills and experience, the applicant should possess the following characteristics, attitudes and skills:

- Embrace innovation
- Adapt to and learn from challenges
- Nurture commitment, responsibility and ownership
- Collaborate with partners and stakeholders
- Commit to sustainability
- Cultivate participation, gender equality and social inclusion
- Prioritize wellbeing

How to apply

Interested candidates are invited to submit their CV and a cover letter. The cover letter should explain why the candidate is suitable for the position, include salary expectations and provide the current contact details of three referees, including recent supervisors. [To apply, please click here.](#)

Only shortlisted candidates will be contacted. RECOFTC offers a competitive compensation package. For more information about RECOFTC, please visit our website at <https://www.recoftc.org/>

RECOFTC is committed to non-discrimination and equal opportunity. Applicants will not be discriminated against based on ethnicity, religion, age, nationality, physical disability, sexual orientation, gender identity, colour, marital status, medical condition, or any other classification protected by RECOFTC's values and code of conduct. Reasonable accommodations may be made to enable qualified disabled applicants to participate in the application process. If you require special accommodation, please inform RECOFTC's Human Resources in writing at the time of application. The successful candidate will be selected based on merit. RECOFTC strongly encourages women to apply.