

Terms of Reference

Monitoring, Evaluation and Learning (MEL) Advisor, STITCH Programme India

Ethical Trading Initiative (ETI) seeks an expert consultant to lead the MEL activities for the STITCH Programme in India. The consultant will be responsible for implementing, monitoring, and reviewing MEL processes, including project management, activity tracking, quality assurance, and programme risk oversight. The role also involves engaging with India team members and STITCH consortium partners and contributing to the programme's final evaluation and reporting to demonstrate impact.

Reports to: ETI South Asia Regional Director

Contract: Consultant (12 days per month until December 2025)

Remuneration: Daily rate of Rs. 10,000 – Rs. 15,000, depending on experience.

Location: India, remote

Main Purpose

To provide MEL leadership for the STITCH Programme in India, ensuring robust systems are in place to track progress, evaluate impact, and facilitate learning across consortium members and key stakeholders. The consultant will contribute to the final evaluation and reporting to demonstrate the effectiveness of the programme.

About ETI

The Ethical Trading Initiative (ETI) is a ground-breaking alliance of companies, trade unions, and voluntary organisations working together to improve the lives of workers in international supply chains. ETI's vision is of a world of work that protects human rights, ensures dignity for all, provides opportunity, and is free of exploitation and abuse. More information can be found at: <http://www.ethicaltrade.org/>

Responsibilities

- MEL Strategy and Implementation:** Provide MEL support to the STITCH Programme by working directly with project managers in the UK and India. Offer practical guidance to identify goals, measurable outcomes, and track progress while ensuring a robust evidence base for reporting on programme deliverables.
- Data Management:** Oversee the population and management of ETI's data repository with lessons learned, successes, and analysis from the STITCH Programme. Contribute to case studies, reports, and policy papers to support knowledge dissemination.

3. **Learning and Knowledge Sharing:** Facilitate organisational learning by promoting best practices and knowledge-sharing forums. Organise events, contribute to workshops, and present findings to STITCH consortium members and stakeholders.
4. **Evaluation and Reporting:** Work with external consultants conducting the end-line evaluation of the STITCH Programme, ensuring the process is aligned with ETI's MEL frameworks and reporting requirements.
5. **Stakeholder Engagement:** Engage with internal and external stakeholders, including ETI members, STITCH consortium partners, businesses, civil society, trade unions, and government representatives in India, to enhance programme learning and impact.

Skills and Experience

- Experience in a monitoring and evaluation role within an international development or global commercial organisation.
- Strong understanding of MEL frameworks, with expertise in both quantitative and qualitative data collection and analysis.
- Ability to work collaboratively across teams to facilitate learning and best practices.
- High-level analytical, strategic-thinking, and problem-solving skills.
- Experience in conducting and commissioning research for programme evaluation and reporting.
- Strong relationship-building skills, with the ability to influence and engage diverse stakeholders.
- Sound understanding of labour rights, working conditions in global supply chains, and gender mainstreaming in MEL systems.
- IT proficiency, including experience managing large datasets and using analytical tools for research and reporting.

Application Process

Please email applications for this consultancy to **HR@eti.org.uk** by **9am GMT on 3rd March** with the subject line 'ETI MEL Advisor – STITCH Programme India'. Applications should include:

- A short overview of how you meet the qualifications, skills, and experience required for this consultancy.
- A copy of your latest CV.
- Indication of remuneration expectations and availability.

For any questions, please contact Mye Kallander, mye.kallander@eti.org.uk. Only suitable candidates will be contacted for an interview.