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## VACANCY ANNOUNCEMENT

TAHA, an apex private sector member-based organization mandated to develop and promote horticultural value chain (flowers, fruits, vegetables, spices, herbs and horticultural seeds) in Tanzania. TAHA is seeking for a highly motivated and experienced Tanzanian to fill the position as described below.

**Position: Monitoring Evaluation Accountability Learning (MEAL) Officer**  
**Report to: Monitoring Evaluation Accountability Learning (MEAL) Specialist**  
**Duty Station: Arusha**

The MEAL Officer will be responsible for strengthening TAHA's monitoring, evaluation, accountability, and learning systems to track performance of horticulture programs, ensure data integrity across value chains, and support compliance with donor requirements.

### Scope of the work

#### A. Strengthening MEAL System

- Develop and operationalize TAHA's MEAL framework aligned with strategic plan and donor requirements.
- Monitor horticulture-specific indicators (productivity, export volumes, farmer outreach)
- Support digitalization of M&E systems (dashboards, mobile data collection tools)

#### B. Data Collection, Verification and Traceability

- Design tools for farmer, exporters, and value chain data collection
- Support implementation of traceability systems for horticulture exports
- Conduct data verification, compliance checks, and field audits
- Ensure quality, accuracy, and consistency of data across regions and projects

#### C. Monitoring of Horticulture Programs

- Track performance of key TAHA and donor funded programs.
- Track implementation of horticulture projects against plans and targets
- Monitor the quality, relevance, and effectiveness of training delivered to stakeholders

#### D. Reporting and Knowledge Management

- Prepare high-quality TAHA and donor reports (Development partners)
- Develop sector performance reports, dashboards, and briefs
- Support on documentation of success stories, case studies, and impact narratives
- Support preparation of impact reports for industry events (e.g., HoBIS, Nane Nane exhibitions etc.)

#### E. Evaluation and Learning

- Coordinate baseline, midline, and endline evaluations of projects
- Conduct value chain assessments and impact studies
- Facilitate learning sessions and adaptive management practices
- Generate insights to inform policy advocacy and sector development

#### F. Compliance and Accountability

- Ensure compliance with donor M&E requirements and reporting standards
- Support internal audits, data verification exercises, and resource utilization assessments

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**OUR VISION:** "A vibrant, prosperous and sustainable horticultural production in Tanzania".

**OUR MISSION:** To develop and promote the Horticultural sector in Tanzania to become more profitable and sustainable while participating effectively in the development of the country

- Establish feedback and accountability mechanisms for farmers and stakeholders

### **G. Capacity Building and Coordination**

- Train TAHA staff, partners, and field officers on MEAL systems and tools
- Collaborate with government institutions (e.g., TPRI, TFDA, MoA) and partners

### **Qualifications and skills**

<b>Degree Level</b>	Bachelor's degree in agriculture, Agricultural Economics, Statistics, Development Studies, or related field
<b>Experience</b>	Minimum 3–5 years of experience in M&E in donor funded projects.
<b>Other key Skills</b>	<ul style="list-style-type: none"> <li>• Strong organizational, planning, and multitasking skills.</li> <li>• Excellent written and verbal communication skills.</li> <li>• High level of integrity and discretion in handling confidential information.</li> <li>• Advanced knowledge of data analysis, visualization tools, and report development</li> <li>• Experience working with export-oriented value chains and compliance systems</li> <li>• Strong skills in data analysis tools (Excel, Power BI, Kobo, ODK, or similar)</li> </ul>

### **Application Procedure**

Interested and qualified individuals should send their applications enclosed in detail.

- Application letter.
- Curriculum vitae (not exceeding 4 pages).

The cover letter to be addressed to;  
Human Resources and Administration Manager,  
TAHA,  
P.O. Box 16520,  
ARUSHA.

### **Application Instructions.**

1. **Submission:** All applications must be submitted via email to the following address: [recruitment@taha.or.tz](mailto:recruitment@taha.or.tz).
2. **Subject Line:** In the subject line of your email, clearly state the position you are applying for. For example: "**Application for MEAL Officer Position.**"
3. **Deadline:** The deadline for submitting your application is Friday, 10<sup>th</sup> April 2026. Applications received after this date will not be considered.
4. **Adherence:** Please carefully adhere to all instructions provided above. Failure to comply with these instructions may result in your application not being reviewed.

### **Remuneration**

The successful candidate will be remunerated according the TAHA salary scale, and in alignment with the candidate's qualifications and professional experience. Other employment benefits will be as per the organization's policy.

**Please note:** TAHA is an equal opportunity employer that welcome all qualified candidates to apply for the open positions. TAHA is committed to create a diverse and inclusive workplace where all employees feel valued and respected.

**Only shortlisted candidates will be contacted.**