



Legal Clinic Myanmar

Training Consultancy Announcement (VA-004/26)

Position Title	: Training Consultant – M&E Training (Monitoring and Evaluation)
Type of Contract	: Short-term Training Consultancy
Duration	: 2 Days (In person Training Delivery)
Location	: TBC
Expected Training Date	: 2nd Week of November 2026
Deadline for application	: 23rd October 2026 (Friday)

Background on the organization & Context

Legal Clinic Myanmar (LCM) is a right based legal organization that plays a unique role not only in promoting and strengthening the rule of law, legal rights in Myanmar by providing legal awareness and paralegal trainings, as well as in standing up for violated and unjustly treated people, particularly women, children, and the poor, marginalized, and disadvantaged, and in providing free legal aid services by strengthening collaboration with other organizations and departments.

Background

Legal Clinic Myanmar (LCM) is seeking a qualified and experienced Monitoring and Evaluation (M&E) Training Consultant to design and deliver a two-day intensive, in-person training for LCM staff involved in Monitoring, Evaluation and Learning (MEL), program implementation, project management, and data collection and reporting.

Effective monitoring and evaluation are essential to ensure that LCM programs are implemented effectively, achieve their intended results, and generate reliable evidence for learning, accountability, and program improvement. As LCM implements programs in complex and changing contexts, staff require practical M&E knowledge and skills to monitor progress, collect and analyze quality data, assess results, identify challenges, and use evidence to inform program decisions.

The proposed training will strengthen participants' practical understanding and application of M&E approaches throughout the program cycle, from developing indicators and data collection tools to analyzing findings, reporting results, and applying learning to program adaptation.

Purpose of the Consultancy

The purpose of this consultancy is to strengthen the capacity of LCM staff involved in Monitoring and Evaluation (M&E), program implementation, project management, data collection, and reporting. Based on the findings of LCM's Organizational MEL Capacity Assessment, the training will place particular emphasis on strengthening practical capacity in Theory of Change and results frameworks, outcome and impact measurement, results-based reporting, qualitative and quantitative data analysis, and the use of evidence for program learning, adaptive management, and decision-making. The Consultant will design and deliver a two-day in-person training course to enhance participants' practical knowledge and skills in MEL concepts, Theory of Change and results frameworks, indicator development and target setting, outcome and impact measurement, qualitative and quantitative data analysis, results-based reporting and the use of evidence for program learning and decision-making.



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The training aims to enhance participants' ability to:

- Understand key concepts, principles, and approaches of Monitoring and Evaluation (M&E).
- Apply practical M&E tools and techniques to monitor program progress and measure results.
- Develop clear, relevant, and measurable indicators and understand appropriate data collection methods.
- Analyze and use M&E data to support program learning, accountability, reporting, and decision-making.

Objectives of the Training

- Strengthen staff capacity to understand and apply M&E concepts throughout the program/project cycle.
- Enhance participants' skills in developing indicators, setting targets, and identifying appropriate means and sources of verification.
- Equip participants with practical tools and techniques for data collection, data quality assurance, basic data analysis, and interpretation.
- Strengthen participants' ability to document findings, identify lessons learned, and use M&E evidence to improve program implementation and decision-making.

Scope of Work / Key Responsibilities

The Consultant is expected to:

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- Design and deliver a 2-day training workshop tailored to staff involved in M&E, programming implementation, project management, data collection, and reporting.
- Facilitate interactive sessions to build practical skills in results-based monitoring, indicator development, data collection, data quality, analysis, and reporting.
- Cover key technical aspects of M&E, including logical frameworks/results frameworks, indicators, targets, data sources, means of verification, and M&E tools.
- Share practical examples, tools, templates, and case studies relevant to NGO, community-based, human rights, and development programs.
- Provide practical exercises, case studies, and group work to enable participants to apply M&E concepts and tools in realistic program situations.
- Submit a short training report including participant feedback, key learning outcomes, recommendations, and a summary of sessions delivered.

Require Qualification and Skills

- The Consultant should meet the following minimum requirements:
- Relevant academic qualifications in Monitoring and Evaluation, Development Studies, or a related field.
- Provide professional experience in Monitoring, Evaluation and Learning (MEL/M&E).
- Demonstrated experience designing and delivering M&E training for NGO, civil society, humanitarian, development, or community-based organizations.
- Strong knowledge of results-based management, logical frameworks, Theory of Change, indicator development, data collection, data quality, data analysis, and reporting.



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- Practical experience developing and reviewing M&E frameworks, indicators, data collection tools, and reporting systems.
- Strong understanding of quantitative and qualitative data collection and analysis methods.
- Demonstrated ability to translate technical M&E concepts into practical and easy-to-understand training content.
- Strong facilitation and adult-learning skills.
- Ability to conduct interactive and participatory training in Burmese language.
- Good understanding of ethical data collection, confidentiality, safeguarding, data protection, and responsible use of information.
- Experience working with human rights, legal aid, gender, protection, humanitarian, or community-based programs will be an advantage.

LCM Commitment to Safeguarding:

LCM is one of the legal organizations, so we are committed to preventing and type of unwanted behavior at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and committed to promoting the non-violence to women, girls, adolescent, and disadvantage people and venerable groups.

Application Procedure:

Interested people are invited to send with below information:

- A short Expression of Interest (EOI)
- CV and relevant experience (especially past training delivery or documents)
- Proposed methodology/approach and brief agenda for the 2-day training
- Budget or Consultancy Fee Expectation (if applicable) **not later than 5:00 pm, 23rd October 2026 (Friday)** to the email address: recruitment@legalclinicmyanmar.org or LCM Offices. No requirement of photocopy of certificates.

Please mention the position title you applied for in the email subject as *Training Consultant for M&E Training*

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