

Enock Joseph Musaana (BSc, MSc, Pg Dip, PhD Cand)

Sub 9/F32a Chamba Valley Meanwood | Emusaana21@gmail.com | +260968698438

Profile Summary

Monitoring, Evaluation and Learning (MEL) specialist with 12+ years' experience in project management, evaluation and research. Provided consultancy and technical leadership for donor-funded programmes (FCDO, UNICEF, UNHCR, EU, KOICA, Comic Relief and USAID), supporting policy development, programme design and implementation, monitoring and evaluation, data management, capacity building and value for money (VfM) analysis.

Experienced in formative research, rapid/mini-surveys and evaluations, with strengths in third-party monitoring and stakeholder engagement. Thematic experience includes WASH, health and nutrition, education, child protection, HIV, agriculture and rural development, renewable energy, SME growth, conservation and livelihoods.

Education Background

Year	Qualification	Institution
2024	PhD Cand	University of Zambia
2018	MSc Project Management	University of Lusaka, Zambia
2015	Pg. Diploma Project Management	Alison Learning, Ireland
2014	BSc Production Management	Copperbelt University, Zambia

Professional Skills Sets

Stakeholder engagement and community mobilisation; qualitative and quantitative research (KII/FGD, outcome harvesting). Project design, evaluation and management; capacity building and leadership development. Data analysis and systems: SPSS, Stata, DHIS2, Excel; SurveyCTO/Qualtrics/SurveyMonkey; IVR and CATI. Strong grounding in Theory of Change, human-centred design, behavioural economics, and CLA/TPM.

Long-Term Employment/Assignment

- 2024-2025 | Senior Monitoring Specialist | Socha (USAID/Zambia Monitoring evaluation and learning Platform)**
Led performance-monitoring task delivery for USAID Zambia. Provided technical leadership on MEL plans and indicator selection/verification; conducted Data Quality Assessments (DQA) for PPR reporting; managed Third-Party Monitoring (TPM); and supported DIS and PPR reporting to Washington.
- 2020-2024 | Senior Monitoring Evaluation and Learning Advisor | Socha (USAID/Zambia Monitoring evaluation and learning Platform)**
Oversaw USAID Zambia task delivery across performance monitoring, evaluation, data management, capacity building and CLA. Led MEL plan development, indicator identification and major evaluations (including SAFE endline). Delivered TPM assignments (e.g., Let's Read, COVID-19 support and PASCO) and coordinated mission-wide portfolio reviews for technical offices.
- 2019-2020 | Programs Manager (Digital Health Technology and Communication Advisor) | Viamo (USAID/Scaling Up Nutrition Technical Assistance)**
Partnered with the Chief of Party and Country Director to manage project operations and provide technical support on digital health and SBCC. Led digital MEL and work planning; facilitated content workshops;

designed IVR/CATI surveys and mobile-to-mobile rapid surveys. Synthesised routine survey insights into actionable, results-based adaptations across nutrition, MNCH, agriculture/livelihoods and WASH.

- **2018-2019 | Monitoring Evaluation and Learning Coordinator | John Hopkins University Centre for Communications Programs (USAID/ Breakthrough Action Zambia)**

Supported the design and management of the project MEL system, ensuring timely data for reporting and decisions. Developed and rolled out SBC monitoring tools with provincial/district teams; maintained databases; led learning sessions and evaluation activities with external evaluators. Conducted field visits and data quality assurance for HIV, FP, malaria and nutrition programming targeting adolescents and pregnant women.

- **2017-2018 | Monitoring and Evaluation Technical Advisor | Akros (Seconded to Ministry of Water, Sanitation and Environmental Protection)**

Coordinated planning, monitoring and evaluation of national water supply and sanitation initiatives using the WASHMIS web-based system. Managed stakeholder coordination, data quality and analysis to support evidence-based planning; contributed to sector proposals and national planning processes. Supported reviews of the water sector M&E framework and rural water and sanitation programme, including skills transfer on WASHMIS.

- **2016-2017 | WASH Provincial Lead and Surveillance Officer | Akros (DFID/WASH Project in Zambia)**

Delivered routine monitoring for UNICEF/GRZ WASH programming using mobile reporting into WASHMIS (targeting 30,000 villages). Trained and supported community structures and chiefs on dashboard use and sanitation progress tracking; monitored sanitation marketing activities and SanMark builder performance. Supported trachoma elimination monitoring plus routine data cleaning, reporting-rate checks and surveillance app improvements.

- **2015-2016 | Data Officer | Abt Associates (USAID/Africa Indoor Residue Spraying Project)**

Supported IRS campaign data collection and digitisation in Luapula Province, including training spray teams on accurate data capture. Produced routine disaggregation/aggregation for decision-making at headquarters and conducted data quality checks to reduce errors for malaria prevention reporting.

Consultancy Services (Short-Term Assignment)

- **2022 – Present | Managing Partner and Founder | Enovate Momentum (EM) Associates Ltd**

Lead business development and strategic direction for EM Associates, managing associate consultants and delivery across multiple assignments. Provide operational reporting to the Advisory Board and oversee quality assurance on outputs.

- **2025 - Present | Learning Review Consultant-Shifting the Power | Comic Relief and FCDO UK**

Lead a strategic review and refresh of the programme learning framework for the £60m Shifting the Power initiative (Ghana, Malawi and Zambia). Review core documents (ToC, logframe and learning agenda) and co-design locally centred, decolonised learning approaches through workshops with Anchor Partners and CSOs, strengthening adaptive learning and evidence for locally led development.

- **2025 – Present | Senior Impact Fellow - Monitoring, Evaluation, Research, and Learning (MERL) | Financing Alliance for Health (FAH) | LGT Venture Philanthropy**

Supported FAH to strengthen MERL systems across grants (ToCs, logframes and MEL plans) and to articulate a clear “so what” impact narrative for primary and community health financing work. Developed and drove an organisational learning agenda to embed a culture of learning and improvement.

- 2025 | Project Management and Quality Assurance Expert for the Educating the Girls of Today, Empowering the Women of Tomorrow Project| PEAS | Sir Ernest Cassel Educational Trust (SECT) | EM Associates Ltd**

Provided project management, contract support and quality assurance for PEAS/SECT evaluation work delivered by EM Associates in Zambia. Supported analysis of field insights and reviewed draft and final reports before publication.
- 2025 | Artisanal and Small-Scale Gold Mining (ASGM) Expert for the Assessment of Policy, Legal, and Institutional Frameworks Governing ASGM in Zambia | Artisanal Gold Council | GEF/UNEP | EM Associates Ltd**

Led the review of Zambia's policy, legal and institutional frameworks for artisanal and small-scale gold mining (PlanetGOLD Zambia), identifying options to improve formalisation. Supported formation/strengthening of district-level coordination structures for the broader mining sector.
- 2025 | National Consultant Drafting a Multisectoral Policy for Early Childhood Development (ECD) in Zambia | UNICEF**

Supported UNICEF Zambia and the ECD Multisectoral Technical Committee to draft/refine the ECD Policy and Implementation Matrix. Reviewed the situation analysis, developed policy objectives/measures, facilitated validation and submitted final clean policy documents and appendices.
- 2025 | Research Consultant for Baseline Study and Site Profiling | Artisanal Gold Council | GEF/UNEP**

Conducted baseline study and site profiling for artisanal gold mining in Zambia, assessing mercury use, environmental impacts and mining practices. Findings informed intervention design to reduce mercury use and strengthen coordination for a more sustainable value chain.
- 2024 | National Consultant Benchmarking of Universal Parenting Policies in Zambia | UNICEF**

Reviewed Zambia's parenting policies and evidence against the global universal parenting benchmarks and facilitated stakeholder consultations. Adapted the benchmarking tool to the Zambian context and produced a desk review, national benchmarking report and feedback on the global tool.
- 2024 | Monitoring & Knowledge Management Expert | Technical Assistance to Land Governance and Management Systems Project (EU Funded Project)**

Developed and operationalised the project Monitoring and Knowledge Management framework for an EU-funded land governance initiative. Finalised the logframe and KPI monitoring approach, set up data collection and databases for key land documents/policies, and delivered capacity building for project and Ministry of Lands staff to strengthen knowledge capture and sharing.
- 2023/2024 | Survey Coordinator | Endline Evaluation of Resolve to Resolution Project (Water Aid Zambia)**

Coordinated endline fieldwork for WaterAid's Resolve to Resolution evaluation, including fieldwork planning/budgeting, tool readiness and logistics. Trained and supervised teams on ethics, quality and data safeguarding; managed cleaning and analysis (quant + qual) and integrated quality and VfM findings into client reporting and presentations for WASH improvements across 43 health facilities.
- 2023 | Team Lead | Rapid Skills Analysis in Zambia for Mining and Energy Sector (ILO Zambia, EU-funded SDEP Project)**

Led the rapid skills analysis delivery, managing the team, client engagement, ethics compliance and quality assurance. Analysed energy-sector data and authored the energy section, integrating literature and primary findings to identify skills gaps across agriculture, mining, tourism and energy.

- 2023 | Education Evaluation Expert | Landscape Analysis of ECE Resources in Zambia (Library For All, UNICEF funded Study)**

Conducted landscape analysis and resource mapping of early childhood education (ECE) materials in Zambia through grey literature review, KIIs and stakeholder consultations. Synthesised findings into a report for UNICEF/Library For All/Ministry of Education to inform digitisation, language and access considerations.
- 2022/2023 | National Monitoring, Evaluation and Learning Expert/Individual Consultant | Accelerated Growth for Small and Medium Enterprises (AGS) Program (Funded by the Ministry for Foreign Affairs of Finland and implemented by NIRAS)**

Served as National MEL Expert for the AGS SME programme, overseeing routine monitoring through the IMARS platform and producing quarterly/annual reports. Led two studies (Gender Study; Revenue & Jobs Study) across three provinces and trained BDS providers and stakeholders on data collection and quality assurance.
- 2022 | Individual Consultant | Product Demand Survey: Climate Smart Technologies and Financing for Smallholders Farmers (Lima Links Supported by Vitality and Lupiya)**

Designed and implemented a product demand survey for climate-smart technologies and financing, and analysed results to inform partner decisions. Packaged insights into clear presentations for stakeholders, including demand patterns and financing considerations.
- 2022 | Lead Consultant | Assessment of Rural Enterprise Hubs (Prospero, Funded by FCDO)**

Led assessment of 17 Rural Enterprise Hubs (mini-grid enabled) across four provinces for PROSPERO/FCDO, covering commercial viability, design efficiency/costs, service gaps and socio-economic impact. Identified viable hub models and critical success factors for scalable, socially impactful REHs in Zambia.
- 2022 | Lead Consultant | Third-Party Monitoring (TPM) of COVID-19 Rapid Shock Response Safety Net (RSRSN) project (People In Need-PIN Funded by Czech Republic)**

Led third-party monitoring for the COVID-19 Rapid Shock Response Safety Net, including tool development, supervision of CATI-based data collection and analysis, and delivery of three monitoring rounds (plus a pilot in a non-supported site). Produced actionable reports to support programme improvements across four Lusaka constituencies.
- 2021 | Lead Consultant | Impact Evaluation of the Vocational Entrepreneurship Training Sponsorship Program-VETSP (Caritas Czech Republic in Zambia Funded by UNHCR)**

Led the impact evaluation for UNHCR-funded VETSP, covering tool development, training/supervision of enumerators and CATI-based data collection across refugee camps/transition centres. Managed analysis, report writing and presentations to clients/donors, assessing outcomes against baseline and self-reliance indicators.
- 2021 | Co-Lead Consultant | End of project evaluation of the Small Holder Market Access Project (Lima Links Funded by COMIC Relief)**

Co-led end-of-project evaluation, training and supervising enumerators on CATI-based data collection and supporting KIIs. Contributed to analysis and report writing on the USSD market-price service and its effects on smallholder decision-making across three provinces.
- 2020 | Lead Consultant | Baseline Study of the Improving Educational Environment for a Girl Child in Eastern Chongwe (Good Neighbors Zambia, Funded by KOICA)**

Led baseline study delivery, serving as primary client focal point and coordinating tools, training and fieldwork (KIIs, FGDs and surveys) in control and intervention schools. Managed mixed-method analysis to

establish baseline indicators and set up an M&E system to track progress for KOICA-supported improvements to girls' learning environments in Eastern Chongwe.