

# DESMOND AMOS BATURE

Kaduna South, Kaduna (Willing to Relocate)

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## PROFESSIONAL SUMMARY

Results-driven Monitoring, Evaluation, Accountability, and Learning (MEAL) Specialist **with over 5 years of progressive experience in both donor-funded and enterprise programs across Nigeria**. Demonstrated expertise in M&E framework development, data quality assurance, DHIS2/NHMIS systems, and digital data collection tools (KoboToolbox, ODK, SurveyCTO). Skilled in advanced data analysis using **Power BI, Tableau, SPSS, MySQL, and Excel**, with proven ability to strengthen partner capacity, lead evaluations, and drive evidence-based decision-making. Experience working with **USAID, FCDO, UNICEF, and EC-funded projects across Borno, Adamawa, Gombe, Kaduna, Katsina, Niger, and Lagos States**.

## CORE COMPETENCIES

• M&E Framework & AMELP Development	• NHMIS/DHIS2 Data Management
• Data Quality Assessments (DQA)	• Digital Data Collection (KoboToolbox, ODK, Magpi, CommCare, SurveyCTO)
• Statistical Analysis (SPSS, Stata, Power BI, Tableau, MySQL, Advanced Excel)	• Indicator Tracking & Performance Monitoring
• Baseline/Midline/Endline Survey Design	• Capacity Building & Technical Assistance
• Collaborative Learning & Adaptation (CLA)	• Report Writing & Data Visualization
• Policy & SOP Development	• Donor Reporting (USAID, FCDO, UNICEF, EC)
• Multi-stakeholder Coordination	• Team & Budget Management

## PROFESSIONAL EXPERIENCE

**TaRL Africa** | June 2025 – Present

### ***Associate - Program Measurement and Insights***

Kaduna, Katsina and Niger States, Nigeria | Donors: FCDO, UNICEF

- Lead end-to-end data management lifecycle including data collection design, database development, data cleaning protocols, statistical analysis (**SPSS, Python**), and production of analytical dashboards using **Power BI** and Tableau for FCDO/UNICEF-funded education interventions across three states
- Design and deploy mobile data collection systems using **KoboToolbox**, ODK Collect, and CommCare ensuring real-time data capture and **98% data accuracy rate aligned with donor performance** monitoring frameworks
- Conduct routine **Data Quality Assessments (DQAs)** following Standard DQA protocols,
- Develop and maintain interactive performance monitoring dashboards integrating multiple data sources with automated **KPI tracking, trend analysis, and geospatial mapping capabilities**
- Facilitate capacity strengthening workshops on mobile data collection tools (ODK, KoboToolbox), data quality assurance protocols, ethical research standards, and **Results-Based Management (RBM) principles for 50+ program staff, government counterparts, and implementing partners**
- **Co-facilitate Pause-and-Reflect (P&R) sessions, After-Action Reviews (AARs), and Collaborating, Learning, and Adapting (CLA) workshops** applying developmental evaluation approaches to extract actionable insights, document lessons learned, and drive evidence-based program iterations

**Creative Associates International** | July 2024 – March 2025

***Collaborating Learning, Adapting, M&E (CLAME) Specialist***

Adamawa State, Nigeria | Donor: USAID

- Collaborated with Senior MERLA Advisor to design and implement **20+ Collaborating, Learning, and Adapting (CLA) activities**
- Designed and maintained live relational database systems using **MySQL and Microsoft Access** with **automated ETL processes, data validation rules**, and user access controls enabling real-time data accessibility, cross-sectional analysis, and evidence-based decision-making for state-level program management teams
- Conducted comprehensive secondary data analysis of assessment datasets, operational research findings, HMIS data, and performance indicators using advanced statistical methods (regression analysis, correlation tests, trend analysis) in SPSS and Stata generating **10+ evidence-based programmatic recommendations adopted for adaptive implementation**
- Facilitated multi-stakeholder engagement sessions including Learning Reviews, After-Action Reviews (AARs), and Root Cause Analysis workshops applying participatory **M&E methodologies to interpret contextual data, foster collaborative problem-solving**, and promote shared ownership of program adaptations among government counterparts
- Contributed to operationalization of **USAID Learning Agenda** through systematic documentation of implementation research questions, coordination of learning activities aligned with MEL Plan, evidence synthesis for quarterly learning briefs, and integration of findings into Collaborating, Learning, and Adapting (CLA) processes supporting government systems strengthening
- **Developed 10+ state-level analytical reports, technical briefs, and data visualization products using Power BI, Tableau, and R (ggplot2)** incorporating quantitative performance data, qualitative insights, and geospatial analysis ensuring USAID compliance with ADS 201 reporting requirements and supporting evidence-based policy dialogue

**International Rescue Committee (IRC)** | March 2023 – July 2024

***Roving MEAL Specialist***

Borno and Adamawa States, Nigeria | Donor: USAID

- Established comprehensive routine monitoring systems incorporating Results Framework tracking, indicator performance monitoring plans (IPMPs), digital data dashboards, and feedback mechanisms ensuring systematic data quality assurance, real-time performance visualization, and evidence-based adaptive management across Borno and Adamawa crisis-affected areas
- Developed detailed Terms of Reference (ToRs) and comprehensive data collection instruments for multi-method assessments including Needs Assessment, Annual Status of Education Report (ASER), School Safety Assessment, Teaching at the Right Level (TaRL) evaluation, and EGRA/EGMA Baseline & Endline applying sampling methodologies, psychometric principles, and USAID evaluation standards
- Led implementation and iterative refinement of Activity Monitoring, Evaluation, and Learning Plan (AMELP) ensuring alignment with USAID standard indicators (F, custom, context), MEL strategy updates, Performance Indicator Reference Sheets (PIRS), and integration of USAID Collaborating, Learning & Adapting (CLA) framework throughout program cycle management
- Collaborated with USAID Mission Evaluation Learning and Strategic Analysis (MELSA) team coordinating quarterly performance monitoring reviews, facilitating Data Quality Assessments (DQAs) using USAID 5 data quality standards (validity, reliability, timeliness, precision, integrity), and ensuring full compliance with USAID ADS 201 and IRC MEL standards
- Designed and administered centralized Management Information System (MIS) integrating data from multiple sources including DHIS2, activity tracking databases, beneficiary registration systems, and M&E tools enabling comprehensive longitudinal analysis, cohort tracking, duplicate detection, and robust indicator calculation for USAID F-indicator reporting

- Managed FY24-Q1 MEL budget (\$35K) covering assessment costs, enumerator payments, data collection materials, and capacity building activities while authoring quarterly and annual performance reports synthesizing quantitative results, qualitative insights, implementation challenges, success stories, and evidence-based lessons learned for USAID compliance

**Teach For Nigeria** | September 2021 – February 2023

***Senior Data and Impact Officer***

Lagos, Nigeria

- Collaborated with Head of Impact & Learning to operationalize comprehensive MEL framework encompassing Theory of Change, logical framework, Performance Monitoring Plan (PMP), and evaluation strategy while leading baseline, midline, and endline impact assessments applying quasi-experimental designs, difference-in-differences analysis, and mixed-methods approaches for organizational learning
- Designed and implemented operational MEL toolkit including structured questionnaires with psychometric validation, observation checklists aligned with teaching quality rubrics, relational databases with normalization protocols, and mobile data collection systems (KoboToolbox, SurveyCTO) with custom skip logic, validation constraints, and data quality checks aligned with impact evaluation objectives
- Supervised and provided technical mentorship to two Data & Impact Officers through structured coaching on statistical analysis techniques (descriptive, inferential, multivariate), data visualization best practices, report writing standards, and monitoring system administration strengthening internal MEL capacity and ensuring quality deliverables
- Designed and implemented comprehensive Data Quality Assurance (DQA) strategy encompassing data collection SOPs, validation protocols, routine data quality audits, inter-rater reliability testing, and data security procedures while establishing centralized data repository with version control, backup systems, and GDPR-compliant data protection measures
- Developed interactive Power BI dashboard ecosystem integrated with organizational databases using SQL queries, Power Query transformations, and DAX calculations featuring automated data refresh, role-based access control, and interactive visualizations (KPI cards, trend lines, geographic maps) improving data accessibility and reporting efficiency by 40% while eliminating manual Excel-based reporting

**ChildVoice International** | July 2020 – August 2021

***Monitoring & Evaluation Officer***

Adamawa State, Nigeria

- Supported M&E Coordinator in establishing sustainable M&E infrastructure including logical framework matrices, performance monitoring plans, indicator tracking systems, and Standard Operating Procedures (SOPs)
- Performed comprehensive data management activities including double data entry in Excel and SPSS, data cleaning using logical checks and outlier detection algorithms, descriptive and inferential statistical analysis for monthly/quarterly/annual reports, and data visualization
- Developed customized mobile data collection applications using Magpi, SurveyCTO, and KoboCollect platforms incorporating GPS coordinates, photo documentation, digital signatures, complex skip patterns, and validation constraints for beneficiary registration, needs assessments, distribution monitoring, and outcome tracking enhancing data accuracy and reducing data collection cycle time by 50%
- Provided field-level supervision to 15+ case workers and enumerators during primary data collection exercises conducting pre-data collection training on research ethics and informed consent procedures, daily data quality spot-checks, debriefing sessions, and real-time technical troubleshooting ensuring methodological rigor, ethical compliance, and high-quality data capture in humanitarian contexts
- Contributed to development of monthly, quarterly, and annual M&E reports for donor accountability synthesizing quantitative performance data (output/outcome indicators, beneficiary reach statistics), qualitative insights (case studies, most significant change stories), implementation progress against work

plans, challenges encountered, lessons learned, and adaptive management recommendations ensuring transparency and demonstrating programmatic impact to donors and stakeholders

## EDUCATION

### **Master of Science (M.Sc.) in Data Analytics** (In Progress)

Nexford University

### **Bachelor of Science (B.Sc.) in Computer Science** | 2019

Adamawa State University, Adamawa, Nigeria

### **Understanding Research Methods**

University of London

## PROFESSIONAL CERTIFICATIONS

- Microsoft Power BI Data Analyst – Microsoft
- Planning for Monitoring and Evaluation – Philanthropy University
- MEAL in Emergencies – KAYA Connect
- MEAL DPro – KAYA Connect
- DIME - Manage Successful Impact Evaluation Surveys – World Bank

## TECHNICAL PROFICIENCIES

**Data Analysis & Visualization:** Power BI, Tableau, SPSS, Stata, R, MySQL, Advanced Excel (Power Query, Pivot Tables, VBA, Macros)

**Digital Data Collection:** KoboToolbox, ODK Collect, SurveyCTO, Magpi, CommCare, XLSForm

**Health Information Systems:** NHMIS, DHIS2, HMIS Data Analysis

**Database Management:** SQL (MySQL, PostgreSQL), Database Design, ETL Processes, Data Warehousing

**Statistical Software:** SPSS, Stata, R, SAS, Python (Pandas, NumPy)

**Reporting & Documentation:** Power BI Report Builder, Crystal Reports, Infographics Design, Technical Writing

## LANGUAGES

Fluent: English, Hausa | Conversational: Yoruba, Igbo

## REFERENCES

Available upon request