

Learning & Strategy Partner (MEL Focus) Brief

Background

The Migrants' Rights Network (MRN) is a UK charity that stands in solidarity with all migrants in their fights for rights and justice. We co-curate campaigns using anti-oppression practices to create transformational change, extending beyond the individual impact on migrants' lives, to tackle oppression at its source. We work across the intersections of various liberation movements, particularly migrant and racial justice, and all those that intersect with the migrant experience, with an increasing focus on movement building and organising.

Through our Anchor Programme funding (2024–2031), we are developing MRN's infrastructure for migrant-led organising and narrative change. This funding is a major step in building a more community-facing, co-productive side to MRN, ensuring all of our campaigns are rooted in community power-building. London is our base and primary test site: it is where we are prototyping methods, frameworks, and partnerships, with the intention that successful approaches can be adapted and shared across the UK.

We are seeking a **Learning & Strategy Partner (MEL Focus)** to work closely with our Community & Capacity Building Manager. The aim of this partnership is to strengthen the London Community and Capacity-Building Team's ability to lead its own monitoring, evaluation and learning, building confidence, systems and practice that are sustainable beyond the contract. This will be a light-touch, practice-based, collaborative role; focused on strengthening MRN's internal MEL capacity. The consultant will act as a coach, supporting the co-development of tools, frameworks, and practice, and gradually moving from hands-on collaboration to a more advisory, reflective relationship.

Scope of Work

A. Mentoring & Coaching Support

- Provide one-to-one coaching (minimum six sessions per year) focused on strengthening Community & Capacity Building Manager's capacity and confidence around MEL and strategy.
- Sessions will focus on real, ongoing projects and programmes: supporting reflection, practical application, and action planning.
- Offer ongoing light-touch support between sessions, responding to emerging learning or strategy needs as they arise.

- May occasionally co-facilitate or support wider learning spaces (e.g. lived experience or stakeholder reflection sessions).

B. Strategy, Theory of Change & Implementation

- Support the development and refinement of strategy for this strand of work, particularly in relation to impact, learning, and systems analysis.
- Co-develop and advise on MEL structures and a theory of change specific to this strand, ensuring they reflect MRN's values and broader Theory of Change.
- Provide feedback and guidance to help align MEL and strategy with MRN's broader organisational learning.

C. Tools, Learning & Reflection

- Co-develop practical MEL tools and support MRN to use them.
- Help identify patterns and insights emerging across projects, supporting MRN to connect learning between programmes and partnerships.
- Provide feedback on MEL elements within funding reports or applications, keeping alignment with MRN's values.
- Facilitate or support reflection sessions as needed: primarily focused on helping MRN staff lead their own analysis and learning.

Person Specification

Essential

- Demonstrated experience in MEL and Theory of Change with an intersectional, systems-thinking approach.
- Strong understanding of abolitionist movements and abolitionist organising.
- Experience mentoring, coaching, or supporting activists in NGOs, movement spaces, or related fields.
- Strong understanding of participatory and community-rooted approaches to learning and evaluation.
- Experience co-developing MEL frameworks and supporting participatory evaluation processes through collaboration and coaching.
- Familiarity with co-production and reflective learning methods.
- Ability to travel to London regularly for in-person sessions.

Desirable

- Experience in migrant justice, racial justice, or abolitionist organising.
- Experience bridging grassroots/direct action and professional NGO or policy spaces.
- Based in the UK, with knowledge of London's migration and organising ecosystems, and availability for in-person meetings.

Time Commitment & Fee

We expect this role to be light-touch but consistent. The first year will focus on more hands-on collaboration, moving gradually towards a reflective coaching role.

Minimum commitment:

- At least six one-to-one coaching sessions (approximately every two months).
- Preparation and follow-up around each session, plus occasional additional sessions or input as needed.
- Co-develop MEL tools and frameworks, and to review and refine them as work evolves.

The exact structure and time commitment will be agreed collaboratively based on mutual capacity and need.

Fee: £2,000–£3,000 (inclusive of VAT) for Year 1 (depending on agreed structure). Contract renewable annually until the end of the Anchor Programme (2031).

Contract

One-year contract, renewable annually. Starting February 2026.

Application Process

- A (max) 2-page Expression of Interest outlining your approach, relevant experience, and specific examples of MEL and one-to-one coaching or mentoring.
- A (max) 2-page CV.
- At least one reference who can speak to your one-to-one or mentoring work (we will ask for this upon commission).

Please send your Expression of Interest and CV to t.nicholas@migrantsrights.org.uk with the subject “[NAME] Learning & Strategy Partner Expression of Interest”

We welcome informal questions or short pre-application conversations about the brief. Interested applicants are encouraged to email

t.nicholas@migrantsrights.org.uk with any questions or to arrange a quick one-to-one discussion before submitting their proposal.

Deadline: 23:59 1st December 2025

Interviews: w/c 8th December