ABSOLOM MURAMIRA

Kigali, Rwanda
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Professional Profile

I am a data-driven MEL and program management expert with over a decade of experience leading monitoring, evaluation, research, and learning (MERL) systems for USAID, PEPFAR, and Global Fund programs. My expertise spans health systems strengthening, HIV/AIDS, OVC, DREAMS, and education, where I design and implement high-impact MEL frameworks, digital innovations, and adaptive learning strategies to drive evidence-based decision-making and program effectiveness.

I have led MEL frameworks that strengthened accountability, data systems, and reporting structures across large-scale donor-funded initiatives. My leadership has enhanced real-time data use, digital transformation, and AI-driven analytics, ensuring efficient program monitoring and informed decision-making. I have built and mentored high-performing MEL teams, training 500+ professionals across government institutions, NGOs, and international development partners. Through large-scale evaluations, data quality audits, and system integrations, I have contributed to policy reforms, service delivery improvements, and adaptive learning processes that have shaped programming at the national level.

I also provide consultancy in technical writing, data analytics, and DHIS2 implementation, supporting organizations in strengthening data systems, digital adoption, and evidence-based programming.

EXPERIENCE

December 2023 – Present, Management Sciences for Health, Director, Monitoring, Evaluation and Learning, USAID Rwanda HSSNEXT Activity, Kigali City, Rwanda
Leading MEL strategy, execution, and compliance for the USAID-funded THRIVE Health Systems Strengthening (HSS) NEXT Activity, ensuring high-quality data systems, performance monitoring, and adaptive learning to strengthen Rwanda's health systems. Supporting the Ministry of Health (MOH) and Government of Rwanda in data-driven decision-making, evidence-based policy formulation, and health system performance tracking. Key responsibilities:

- Developing a robust MEL system aligned with the USAID results framework, overseeing indicator development, target setting, and progress monitoring to enhance program accountability and adaptive learning.
- Strengthening the MEL capacity of the Ministry of Health and national stakeholders, facilitating training sessions on data collection, utilization, and dissemination, ensuring harmonized health sector monitoring activities.
- Overseeing the integration of the project's technical information management system with Rwanda's National Health Information System (HMIS, DHIS2), supporting MOH in health sector MEL framework development.
- Providing real-time progress updates to key stakeholders, including USAID and the Chief of Party, leveraging data analytics to inform strategic decision-making and health system strengthening interventions.
- Documenting lessons learned and best practices, collaborating with USAID, MOH, and partners to refine MEL strategies, ensuring scalability and impact across Rwanda's health sector.

December 2021 - November 2023, Director of Monitoring, Evaluation, and Learning, USAID/Homes and Communities Activity, World Vision, Kigali City, Rwanda
Led MEL strategy, execution, and compliance for the USAID-funded Homes and Communities Activity, ensuring high-quality data collection, reporting, and decision-making to improve foundational literacy outcomes. Strengthened digital data systems, evidence-based programming, and adaptive learning while ensuring alignment with USAID MEL policies and Gender and Social Inclusion (GESI) and Social Behavior Change (SBC) frameworks. Key achievements:

- Developed and secured USAID approval for a 5-year MEL plan, integrating foundational literacy measurement frameworks, and tracking learning outcomes for 480,000 children across multiple intervention areas.
- Advocated for and secured nearly $1M for MEL digitization, leading the adoption of LMMS,

- KoboToolbox, and Google Maps, and equipping 2,000+ volunteers with smartphones for real-time data tracking, improving data accuracy and program efficiency by 80%.
- Strengthened program performance through M&E systems that increased effectiveness by 90%, implementing real-time data visualization dashboards, quality assurance tools, and automated reporting systems.
- Led large-scale assessments, including GESI and SBC evaluations, GIS mapping, and program baseline surveys, providing critical data insights that informed strategic program adjustments.
- Built MEL capacity for 50+ staff and partners through 10+ training sessions, integrating data literacy, performance monitoring, and adaptive learning, ensuring evidence-based decision-making and compliance with USAID reporting standards.

Oct 2020 – Nov 2021, Monitoring, Evaluation and Learning Director, USAID/ACHIEVE Project, PACT Inc – Kigali Rwanda.

Led the design, implementation, and oversight of all MEL activities for the USAID/PEPFAR-funded ACHIEVE Project, ensuring data quality, impact measurement, and strategic learning to advance HIV epidemic control among OVC and AGYW. Strengthened M&E systems, donor compliance, and capacity-building for two local partners. Key achievements:

- Designed and led the implementation of a two-year USAID-approved MEL framework, guiding data collection, analysis, and reporting against program targets.
- Led quarterly data quality assessments, annual USAID data quality audits, and SIMS assessments, ensuring 100% compliance with USAID/PEPFAR reporting and implementation standards in DATIM and quarterly reports.
- Spearheaded the development of an electronic case management system, now actively used by USAID/PEPFAR partners in Rwanda for real-time beneficiary tracking and service monitoring.
- Conducted a MEL capacity needs assessment for two local organizations, supporting them in implementing capacity action plans that enabled them to become direct USAID funding recipients.
- Led a risk and vulnerability assessment and a Knowledge, Attitudes, and Practices (KAP) survey, which informed program adjustments—resulting in 5,000+ beneficiaries graduating from direct assistance due to improved social and financial resilience.
- Managed and mentored a team of five MEL staff, leading to two staff promotions due to their improved technical capacity and performance.
- Developed and presented a paper at APHA 2021, showcasing *methodologies for identifying high-risk AGYW for HIV prevention interventions*.

October 2019 – Sept 2020   Deputy Chief of Party and Director of MERL, USAID/Twiyubake Program, Global Communities Kigali Rwanda.

Provided technical leadership and strategic oversight for the final year of the USAID/PEPFAR-funded Twiyubake Program, ensuring full program closeout, impact measurement, and donor compliance. Managed a team of senior staff and six sub-partners, driving evidence-based programming, stakeholder engagement, and adaptive learning during the COVID-19 pandemic. Key achievements:

- Led program closeout across 12 districts, ensuring all deliverables were met, documented, and reported to USAID/PEPFAR.
- Spearheaded remote program adaptations including virtual service delivery, interactive voice response (IVR) technology for behavior change messaging, and remote research methods.
- Managed multiple endline evaluations and impact assessments (e.g., impact evaluation, KAP survey, gender equality assessment, household resiliency study), disseminating findings through government and donor workshops, webinars, and knowledge-sharing sessions.
- Contributed to two USAID learning products: *1) Catalyzing Household Savings in Rwanda through Incentives and Impact of Conditional Household Grants on Vulnerable Households' Resilience.*
- Delivered four quarterly performance reports and a final five-year report, all approved by USAID, showcasing program impact and sustainability insights.

Sep 2015 – Sep 2019 Management Information Systems Manager,
            USAID/Twiyubake Program, Global Communities – Kigali, Rwanda
Led the design, rollout, and management of digital data systems for the USAID/PEPFAR-funded Twiyubake Program, enhancing case management, service delivery tracking, and performance monitoring for OVC, PLHIV, and vulnerable households. Strengthened data security, integrity, and real-time reporting to inform decision-making and meet USAID and PEPFAR compliance standards. Key achievements:

- Designed, deployed, and managed the Twiyubake Data Management System (TDMS), enabling six implementing organizations to track and analyze data for 50,000 households and 250,000+ beneficiaries over five years.
- Developed and operationalized Rwanda's DREAMS Tracking System, a real-time web-based tool now used by Rwanda USAID/PEPFAR partners to monitor services for over 50,000+ adolescent girls and young women (AGYW) at high HIV risk.
- Conducted quarterly data quality assessments (DQAs), data cleaning, and validation audits, improving data accuracy and reporting compliance with PEPFAR/DATIM and USAID reporting standards.
- Trained and mentored 6 partner organizations in case management data systems, dashboard utilization, and reporting tools, increasing data use for programmatic decision-making.
- Developed the Twiyubake Issue Tracking System, streamlining program-wide collaboration, transparency, and accountability through automated performance monitoring dashboards.
- Managed data extraction, validation, and reporting in PEPFAR/DATIM, AIDTracker+, TraiNET, and FTFMS, ensuring 100% compliance with USAID and PEPFAR reporting requirements.

Feb 2011 – Jun 2015 National OVC Database Manager, SSF_HIV Global Fund Project
            National Commission for Children – Kigali, Rwanda

Spearheaded the development and execution of Rwanda's national Monitoring & Evaluation (M&E) framework for Orphans and Vulnerable Children (OVC), driving significant improvements in data quality and program performance. Key achievements:

- Designed and implemented a standardized M&E plan, aligning with national child protection policies and donor requirements, resulting in enhanced program accountability.
- Led quarterly data validation processes, applying Data Quality Review methodologies, which improved data accuracy and informed strategic decision-making.
- Engineered a web-based system tracking over 700,000 vulnerable children, optimizing service delivery and resource allocation.
- Conducted targeted training sessions for staff and partners on M&E best practices, elevating data management competencies and fostering a culture of continuous improvement.
- Generated comprehensive quarterly performance reports, providing actionable insights that guided policy decisions and strategic planning.

Jul 2010 – Jan 2011   Data Manager
            Centre for Poverty Related Communicable Diseases (CPCD) – Kigali, Rwanda

Managed clinical trial data systems for tuberculosis, HIV/AIDS, and malaria research, ensuring data accuracy, security, and compliance with Good Clinical Practice (GCP). Led data validation, security protocols, and quality control measures to support evidence-based decision-making in public health research. The following were my key achievements:

- Led pre-study data planning, developed data validation plans, and implemented Standard Operating Procedures (SOPs) to improve data accuracy and reliability.
- Ensured adherence to clinical research protocols by overseeing data collection, case report form (CRF) design, and real-time data monitoring.
- Established and maintained database security, backup, and recovery protocols, preventing data loss and ensuring regulatory compliance.

- Supervised data entry teams, streamlined data capture and validation processes, and ensured 100% compliance with trial reporting timelines.

Jan 2009 – Jun 2010   Head of ICT Department
                    Ecole Technique Paroissiale – Nyagatare, Rwanda

Led the ICT Department, overseeing faculty management, infrastructure maintenance, and digital literacy training. Ensured optimal functionality of ICT equipment, advised school leadership on technology acquisitions, and guided students through hands-on practical sessions to enhance technical proficiency and digital skills development.

Aug 2007 – Dec 2008 IT Administrator/Claims Assistant
                    Five Star Insurance Company Ltd – Kampala, Uganda

Managed the company's local area network (LAN), database, and mail servers, ensuring system reliability and data security. Conducted regular database backups, performed maintenance of ICT equipment, and supported claims processing and insurance services to enhance operational efficiency.

CONSULTANCY

- Developed a technical proposal on Improved Literacy Through Education in Reconciliation in Rwanda (2023) for African Evangelistic Enterprise.
- Providing ongoing technical report writing consultancy (2023 – Present) for DUHAMIC ADRI.
- Led a baseline survey (2023) for USAID IGIRE Ubaka Ejo, implemented by African Evangelistic Enterprise.
- Developed a winning technical proposal (2022) for the PEPFAR-funded OVC and DREAMS activity, implemented by Young Women's Christian Association of Rwanda.

EDUCATION

- MSc, Data Science/Data Mining, University of Rwanda, Kigali, Rwanda – October 2019 to June 2021
- BSc, Computer Science, Makerere University, Kampala, Uganda   – August 2004 – June 2007

ADDITIONAL TRAINING and CERTIFICATIONS

- Diploma in Design Thinking, Alison, Online, 2022
- ArcGIS Pro Essential Training, LinkedIn, Online, 2022
- Big Data for development with Python, AIMS Rwanda, June 2019
- Data Science and Machine Learning Bootcamp with R, Udemy, Online - 2019
- Data Use for Program Managers, Global Health Learning Center, online –February 2018
- Data Quality, Global Health Learning Center, online – February 2018
- District Health Information System, HISP East Africa, Kigali, Rwanda – August 2016

CITIZENSHIP: Rwandan

LANGUAGES: *Native*: Kinyarwanda; *Advanced*: English, Luganda, Runyakitara

REFERENCES: Available upon request.