

POSITION ANNOUNCEMENT

SENIOR MONITORING, EVALUATION, AND LEARNING SPECIALIST

ENVIRONMENTAL INCENTIVES, LLC

Environmental Incentives' mission is to enhance the natural systems that sustain resilient and healthy communities. We design performance-driven approaches to conservation that empower public and private sector leaders to multiply their impact. We are environmental thought leaders pioneering a new wave of conservation, helping people get the most from their investments in the environment. Since our establishment in 2004, we have become a leading advisor on natural resource programs and policies.

OPPORTUNITY

Environmental Incentives seeks qualified candidates for a **Senior Monitoring, Evaluation, and Learning Specialist** for an anticipated USAID project based in South Africa. This project will coordinate and support the implementation and management of five landscape-based activities awarded by USAID/Southern Africa to partner organizations to combat wildlife crime.

Project Background

The Senior Monitoring, Evaluation, and Learning (ME&L) Specialist will serve as the cross-cutting lead for the ME&L and Collaboration, Learning, and Adapting (CLA) functions of the project. These will include development and implementation of the project's Performance, Monitoring, and Evaluation Plan (PMEP), learning agenda, and knowledge management processes. In addition, s/he will be responsible for contributing to the overall technical and administrative management of the project under the direction of the Chief of Party, including strategic planning, timely preparation of deliverables, and effective coordination and engagement with all activity stakeholders. The Senior ME&L Specialist will ensure that USAID best practices in adaptive management and implementation of the Program Cycle are advanced.

The position is full-time, based in Pretoria, South Africa. Local nationals are encouraged to apply. This 5-year contract position is contingent upon receipt of a USAID award.

DUTIES

- Lead a collaborative process to meet the learning needs of USAID, the partner organizations, and the consortium as a whole. Provide efficient, valuable technical assistance in helping implementing partners in the consortium to align individual MEL plans with the larger whole, including development of custom indicators that can be used across the consortium.
- Using best practices in adaptive management and CLA, develop the project's results framework and indicators along with data collection, analysis, management, and reporting methodologies needed for implementation of ME&L activities. Develop and lead a process for systematic learning and adaptive management of the project as a whole and of the landscape-level projects.

- Support cross-team collaboration and learning, including the development of knowledge sharing and learning platforms to enable exchange amongst project partners of new knowledge, best practices, and improved tools and methodologies.
- Oversee and manage capacity building and training activities led by the project to advance effective adaptive management.
- Conduct ongoing quantitative and qualitative data analysis in support of the project team's learning and adaptive management objectives, and to support reporting for other project stakeholders.
- Oversee development of a Communications and Outreach Strategy that is based on knowledge generated by the project. Identify key audiences and oversee development of strategic communications materials relevant to those audiences.
- Ensure that required project work plans and reports are informed by ongoing learning.

QUALITIES & EXPERIENCE SOUGHT

We are seeking a combination of the following qualities and experience.

Experience & Expertise

- Minimum five years of experience in international development and biodiversity conservation. Advanced degree in biodiversity conservation/natural resource management, international development, international policy, or related field preferred.
- Demonstrated success and experience in developing and monitoring performance and impact results and indicators of conservation and/or community development projects.
- Deep understanding of issues related to illegal wildlife trade and strategic approaches to combat it.
- Demonstrated success liaising with senior managers and staff with varied technical backgrounds from multiple organizations.
- Demonstrated experience with implementation of the *Open Standards for the Practice of Conservation*.
- Prior experience with USAID-funded programs, and knowledge of USAID reporting requirements preferred.

Qualities & Characteristics

- Highly organized with excellent English-language verbal and written communication skills
- Strong work ethic and commitment to timely delivery of high quality products
- Problem-solving orientation and effectiveness in working collaboratively with others
- Ability to listen to, respect and understand others
- Alignment with Environmental Incentives' core principles

TRAVEL REQUIREMENTS AND BASE STATION

The position is full-time, based in Pretoria, South Africa. Regional travel up to 25% time may be expected. Local nationals are encouraged to apply. **This 5-year contract position is contingent upon receipt of a USAID award.**

COMPENSATION

EI offers competitive compensation packages with performance incentives and growth opportunities. Compensation will be commensurate with personal qualities and experience.

HOW TO APPLY

To apply, please submit a cover letter and resume on our careers page with 'Sr MEL Specialist' as the position title. Candidates will be reviewed as applications are received, and the position will be filled as soon as the appropriate candidate is identified.

EQUAL OPPORTUNITY EMPLOYER

Environmental Incentives is an equal opportunity employer and does not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, sexual orientation or national origin.