

## CONSULTING OPPORTUNITY ANNOUNCEMENT

### BIODIVERSITY EVALUATION AND ACTIVITY DESIGN TEAM LEAD - COLOMBIA

<b>LOCATION:</b>	Bogota, Colombia
<b>APPLICATION DEADLINE:</b>	February 15, 2019
<b>EXPECTED START:</b>	April 1, 2019
<b>POSITION TYPE:</b>	One-year consultancy, full time
<b>COMPENSATION:</b>	Commensurate with experience

**This opportunity is contingent on contract award, which is expected to be confirmed by March 1st.**

#### ENVIRONMENTAL INCENTIVES

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 across the country and internationally. Environmental Incentives is a certified B Corporation with three offices across the United States (South Lake Tahoe, CA, Washington, DC, and Denver, CO).

Measuring Impact II (MI2) is a partnership between EI, Foundations of Success, and ICF:

- Foundations of Success (FOS) is non-profit organization dedicated to improving the practice of conservation around the world. FOS was born out of the major USAID biodiversity conservation initiative of the 1990s, Biodiversity Support Program. FOS is a leading organization in the development of adaptive management approaches and tools applied to biodiversity, forestry, and communities both internationally and domestically.
- ICF is leading research, management, technology, and policy consulting firm based in Fairfax, Virginia and with offices around the world. ICF designs and implements a broad range of quantitative and qualitative health research and evaluation projects, including survey research, experimental and quasi-experimental research, performance measurement, program evaluation, systematic reviews, and economic valuation. ICF is one of the preeminent international development, gender, climate change and public health research organizations in the world.

#### OPPORTUNITY

Environmental Incentives (EI) is seeking an independent consultant to take the role of Biodiversity Evaluation and Activity Design Team Lead, as part of the Measuring Impact II (MI2) project. MI2, an initiative of USAID's Forestry and Biodiversity Office, is implemented by Environmental Incentives, Foundations of Success, and ICF. The purpose of MI2 is to enhance the impact of USAID biodiversity and forestry programs through improved project design, evidence-based programming, and adaptive management.

The Team Lead will work closely with the USAID Colombia mission's Environment Office to (1) design and implement a comprehensive evaluation of USAID's current investments in the Colombian Amazon region, (2) develop a scope of work for an analysis to identify high-impact and feasible interventions with respect to natural resources corruption, and (3) facilitate the use of Open Standards methodology for the design of a new activity/activities to be funded by USAID/Colombia in FY 21. The incumbent will work

with a team that will include USAID/Colombia staff, additional USAID staff from the Latin America and Caribbean region and Washington, DC, MI2 technical staff, and local experts. The Team Lead will report both to MI2's Team Lead for Latin America and the Caribbean and will coordinate regularly with and be responsible for meeting the expectations of USAID/Colombia's Deputy Director of the Office of Environment. The evaluations and analyses will inform the design of new USAID programming in Colombia.

**Anticipated Duties:**

- Liaise with MI2 technical and administrative staff at all stages of the consultancy.
- Working with USAID Colombia, design and implement evaluations to address the mission's learning needs that comply with USAID's Evaluation Policy. This includes defining evaluation methods, developing and refining evaluation questions, and producing a plan for sharing the results of the evaluations and promoting their use. Key steps include:
  - Manage and/or perform desk research and key informant interviews in support of the conceptualization and design of the evaluation.
  - Identify and liaise with country experts, including leading a team of direct contributors to the evaluation design and implementation.
  - If needed, select, hire, and supervise one or more local consultants to support the evaluation.
  - Carry out site visits and lead data collection and key informant interviews in the field.
  - Conduct analyses of case studies and data collected through desk research, field visits, and key informant interviews.
  - Prepare reports, technical notes, presentations, and other deliverables in English that document process and findings for dissemination to USAID or external audiences.
- Apply the findings of the evaluation and other relevant evidence to contribute to the design of future USAID investments in the Colombian Amazon. Key steps include:
  - Lead or co-lead the co-creation of a design process that aligns with USAID policies and procedures, MI2's approach to design, and the Open Standards for the Practice of Conservation
  - Facilitate or co-facilitate the mission and key stakeholders through a design process
  - Identify needed knowledge gaps and commission/ oversee studies to fill these gaps
  - Taking an evidence-based and learning approach, apply findings from the evaluation and additional studies as needed at select points in the design process
  - Work with MI2 to advise on the selection and design of the procurement mechanism
  - Work with the mission to develop a procurement-ready SOW for the new activity
- Support the USAID Colombia mission's Environment Office in additional technical tasks as needed.

**QUALIFICATIONS**

Environmental Incentives seeks talented, creative and inspired professionals who can provide technical leadership in a growing practice while being flexible enough to fit into a strong culture. We differentiate carefully our minimum qualifications, preferred skills and necessary characteristics for success.

## MINIMUM QUALIFICATIONS

These qualifications are considered the minimum necessary and we expect successful candidates will bring more than the minimum listed.

- Advanced degree in ecology, conservation, natural resource management, public policy, or international development.
- At least 7 years of professional experience, including significant experience in the Colombian environment sector.
- Experience with monitoring and evaluation, including designing and implementing mid-term and final evaluations that focused on learning and strengthening the evidence base for improved programming.
- Expertise in application of the Open Standards for the Practice of Conservation methodology to design of biodiversity activities.
- Demonstrable understanding of the drivers of environmental change in the Colombian Amazon and of the challenges and opportunities for biodiversity conservation stemming from the peace process.
- Strong interpersonal and facilitation skills, including effective engagement with a variety of stakeholders (to include government officials, the private sector, civil society organizations, and rural, indigenous, and Afro-Colombian citizens).
- Interest in and understanding of the social aspects of biodiversity conservation.
- Willingness and ability to travel within Colombia, including visits to remote rural sites.
- English and Spanish fluency.

Strongly Preferred:

- Familiarity with USAID's priorities and procedures, including its Evaluation Policy and Collaborating, Learning, and Adapting approach
- Familiarity with the USAID Program Cycle
- Colombian citizenship

## HOW TO APPLY

To apply, please submit a cover letter and resume on our careers page with "Evaluation and Design Team Lead - Colombia" as the position title. Please also include a completed form [AID1420-17](#) (Employee Biographical Data Sheet) and contacts for at least three references.

### What happens next?

After the application deadline, we will review all applications and contact qualified candidates to request work samples including previously completed evaluation reports. We will invite the top candidates to interview by video conference and may also request that they complete a short written technical assignment. Candidates may be asked to meet by conference call with staff of USAID/Colombia as part of the interview process.

**Environmental Incentives is an Equal Opportunity Employer**

We are committed to developing an inclusive work environment where diversity of thought, style, culture and skill and is valued in support of individual performance and potential, as well as our business goals and mission.