

**AFRICAN DEVELOPMENT BANK
VACANCY NOTICE N° ADB/12/207**

Position Title: PRINCIPAL EVALUATION OFFICER (2 POSITIONS)	GRADE: PL4	Position N°: (SAP 50000285 & 50000291)	Closing Date: 18 SEPTEMBER 2012
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Department/Division: OPERATIONS EVALUATIONS (OPEV)	Supervisor's Name & Title: Mr. Rakeh NANGIA, DIRECTOR OPEV
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Objectives: The African Development Bank (AfDB) is a leading development institution in the continent, focused on promoting economic development and poverty reduction. It engages with the full range and complexity of development challenges in Africa. The main objective of the Operations Evaluation Department is to improve the performance of the Bank, its relevance to the development needs of its Regional Member Countries and to poverty reduction in Africa).

Duties and Responsibilities: The incumbent reports to the Division Manager of Operations Evaluation Department. S/he will work in a team or lead complex evaluation studies and conduct country regional assistance evaluation, real-time evaluations and corporate evaluation of AfDB's policies, strategies, and operational effectiveness. In particular:

1. **Conduct evaluations of the Bank's projects, programmes, sector assistance, country strategies, policies and cross-cutting themes that are impartial, independent, transparent, credible and meet professional evaluation standards as well as professional standards in the area of specialization (*)**
 - Carry out evaluations of projects (or cluster of projects), programmes, policies and cross-cutting themes; Define the objectives, scope, questions, method and analytical approach for the evaluation in an approach paper, lead the evaluation process, including procurement processes, consultants management, etc; engage and manage key evaluation stakeholders including Bank management and staff from beginning of the evaluation process;
 - Launch and undertake evaluation field missions to RMCs, prepare and discuss with high level Government officials; Make recommendations, after discussions in Internal Working Groups and comments provided by key stakeholders, regarding operational policy, institutional and process changes.
 - Prepare clear and concise evaluation reports for the Board of Executive Directors and other relevant stakeholders on evaluation findings, conclusions, lessons learned and recommendations; Prepare written responses to questions raised by the Board members, and prepare summaries of the decisions of the Boards, recommendations and follow-up actions in the field of expertise to be implemented by the organizational units concerned.
 - Prepare supporting material for the dissemination of evaluation findings and results.
 - After evaluation completion, continue engagement with stakeholders to ensure that evaluation recommendations are used.
 - Ensure that evaluations take into account cross cutting issues including gender equality, environmental protection and poverty reduction, and give attention to gender equality and diversity issues in the composition of evaluation teams and the conduct of evaluations.
2. **Conduct Impact Evaluation**
 - Contribute to the Bank Task Force on Impact Evaluation
 - Identify and apply appropriate methodologies (RCTs, Mixed methods) to conduct OPEV-led, ex-post IE.
3. **Sectoral Meta-evaluation and Evaluation Syntheses**
 - Collect and analyze existing evaluation information from other development agencies/research centers and academia and consider lessons that could be applied to the Bank.
 - Develop research protocols for how information will be sifted and organized to synthesize the lessons.
 - Work with and manage the analytical inputs of specialists in the area of evaluation syntheses and systematic reviews. Help to distil lessons and communicate these with stakeholders throughout the Bank.
4. **Disseminating of evaluation results and lessons learned and implementation follow-up of OPEV recommendations**
 - Draft and finalize technical papers on specific evaluation issues/questions and on thematic or impact studies in the field of expertise and draft papers on best practices and ensure their dissemination through OPEV newsletters and other evaluation bulletins and magazines.
 - Participate in review, analysis, and in commenting on documents prepared by other Units of the Bank (such as: Issues Papers, Supervision Reports, Appraisal Reports, Country Strategy Papers, Country Portfolio Performance Reviews, etc.) to ensure that lessons of experience are duly incorporated in design and implementation of Bank Group operations.
 - From time to time, represent OPEV in internal Bank fora in order to ensure that relevant and useful lessons of experience in the country or the sector are reflected into the design and future implementation of the projects or programmes.
5. **Cooperation and Coordination with Evaluation Experts from other Multilateral and Bilateral Development Institutions**
 - Participate as a team member in joint evaluation missions of co financed projects/programmes with other aid agencies, in joint training seminars/workshops on evaluation systems, and develop cooperation partnerships with bilateral and multilateral Evaluation Units in development agencies and with counterparts in RMCs.
 - Assistance to Regional Member Countries in establishing and enhancing their development project/programme monitoring and evaluation capabilities.
 - Participate in the preparation of the Three-Year Rolling Work Programme and Annual Report and report on achieved activities during the year

() Areas of specialization in OPEV correspond to Bank Group sectors of intervention i.e.: Infrastructure, Transportation and Communication, Energy, Water Supply and Sanitation, Policy Based Operations, Industry, Finance and Private Sector, Agriculture and Rural Development, Social Sector including poverty reduction.*

Selection Criteria :

Professional and academic Skills Requirements: At least a Masters degree in economics, social sciences or other discipline; A minimum of 6 years experience in evaluation or related field; equivalent combination of education and broad knowledge of evaluation aspects gained and additional academic work or courses on concepts and methodologies for evaluating development effectiveness will be an advantage.

General Competencies: The work demands intellectual leadership and ability to apply evaluation knowledge and methods to broader operational policies and strategies: Attention to details (be rigorous); clients and results oriented; able to work within a team; excellent writing skills, and the ability to explain technical issues to subordinates and colleagues; Knowledge about results-based management and monitoring & evaluation is an advantage; a good understanding of Bank policies and procedures is an advantage; Experience in advising high management on best evaluation practices in the infrastructure field; proficiency in the French language. A good working knowledge of English will be an added advantage; Computer literacy, including proficiency in MS Word, MS Excel and MS PowerPoint and knowledge of SAP is desirable

Submitted by: Harold AKINGBADE-TAYLOR, Officer-In-charge, CHRM.1

Date:

Approved by: Harold AKINGBADE-TAYLOR, Officer-In-charge, CHRM

Date:

Only applicants who fully meet the Bank's requirements and are being considered for interview will be contacted. Applicants will only be considered if they submit an online application, and attach a comprehensive Curriculum Vitae (CV). The President, AfDB, reserves the right to appoint a candidate at a lower level. **The African Development Bank is an equal opportunity employer and female candidates are strongly encouraged to apply:** www.afdb.org/jobs