

Position: Operational Evaluator	Employment Regime: Seconded	
Ref. Number: MA 84	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Head of Mission/ Deputy Head of Mission/ Chief of Staff Office	Security Clearance Level: EU CONFIDENTIAL or equivalent	Open to Contributing Third States: Yes

1. Reporting Line

The Operational Evaluator reports to the Deputy Head of Mission/Chief of Staff (DHoM/CoS).

2. Main Tasks and Responsibilities

- To develop, maintain and regularly update the Mission Implementation Plan (MIP) in close cooperation with the relevant Mission's operational elements and other key stakeholders;
- To liaise regularly with the Mission's operational elements and other components, as well as other external stakeholders as directed for optimised information exchange, coordination, and cooperation;
- To develop and implement baseline studies, monitoring and evaluation exercises to evaluate and assess the impact of the Mission's activities;
- To support the quantitative and qualitative analysis of inputs originating from the Mission's operational elements on their operational activities and state of play on mandate implementation;
- To support and contribute to timely and accurate periodic and ad-hoc reports;
- To prepare and give presentations;
- To support and contribute to the collection of the Mission's Lessons Learned observations;
- To identify and report on lessons learned and best practices within the respective field of responsibility;
- To undertake any other related tasks as requested by the Line Managers.

3. Mission Specific Tasks and Responsibilities

- To contribute to the induction training of new mission personnel as required;
- To develop tailor-made assessment tools to monitor and evaluate the effectiveness of Mission activities (advice, training and projects) in support of the Malian Internal Security Forces (Police, Gendarmerie and National Guard - ISF);
- To assess the effectiveness of the training and advising (including projects) conducted by the Mission and provide support for the preparation of the future training and advising related activities and operations;
- To this purpose, to support the Mission's sustainability strategy with regards to all Mission's training operations including the training of trainers' concept and the mentoring phase of the post-train the trainers' activities, in order to reinforce local ownership of the Malian ISF;
- In coordination with the Planning and Evaluation Unit, to develop analytical indicators and tools in order to monitor, evaluate and assess current and future training and advising outcomes, outputs and return on investment according to Kirkpatrick's model;
- In coordination with the Planning and Evaluation Unit, to analyse and interpret the results and data, drafts reports based on lessons identified and provide suggestions for best practices;
- To contribute as requested to the development and periodic review of the Mission's Implementation Plan (MIP) and Mission's benchmarking;
- To support as appropriate, through advice and reports, the training and advisory teams, upon their request;

- To propose recommendations to the Head of Operations based on the evaluation conducted, including in the development of new training programs and contents;
- To assess the operational activities within the mission area, including regional capitals and border police stations;
- To ensure that the cross-cutting aspects like human rights and gender are taken into consideration in the evaluation of activities;
- To contribute to the Mission's external reporting as required.

4. Essential Qualifications and Experience

- Successful completion of university studies of at least 3 years attested by a diploma **OR** a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework **OR** a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree; **OR** equivalent and attested police or/and military education or training or an equivalent rank; **AND**
- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience in operational planning and evaluation/project management.

5. Essential Knowledge, Skills and Abilities

- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications and Experience

- Excellent knowledge of evaluation tools and of different monitoring and evaluation methodologies;
- Excellent analytical, synthesis and drafting skills;
- Experience in a unit or service specialised in monitoring and evaluation;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities

- *N/A*