

Opportunités de carrière : Agent d'évaluation P4 - Addis-Abeba, Éthiopie (174141)

ID de demande 174141 - Publié le 13/10/2022 - Durée déterminée - Afrique, centrale et orientale - Éthiopie - Addis-Abeba - [Langue de travail \(1\)](#) - ÉVALUATION
[Description du travail](#) [Aperçu avant impression](#)

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Le PAM célèbre et embrasse la diversité. Elle s'engage à respecter le principe de l'égalité des chances en matière d'emploi pour tous ses employés et encourage les candidats qualifiés à postuler sans distinction de race, de couleur, d'origine nationale, d'origine ethnique ou sociale, d'informations génétiques, de sexe, d'identité et/ou d'expression de genre, d'orientation sexuelle, de religion. ou croyance, séropositivité ou handicap.

Êtes-vous un agent d'évaluation expérimenté souhaitant développer davantage votre expérience professionnelle tout en contribuant à éradiquer la faim dans le monde ? Êtes-vous passionné par l'aide aux personnes dans le besoin ? Vous souhaitez rejoindre une organisation mondiale qui investit dans ses collaborateurs ?

Si oui, une carrière passionnante et épanouissante vous attend ! Rejoignez notre équipe diversifiée et passionnée qui travaille sur des projets variés et internationaux contribuant directement à sauver et à changer des millions de vies dans le monde.

DATE LIMITE POUR LES CANDIDATURES

Les candidatures doivent être soumises avant **le dimanche 06 novembre 2022 (22h59 CET)**

QUI NOUS SOMMES

Le Programme alimentaire mondial des Nations Unies (PAM), une organisation humanitaire très prestigieuse, réputée et la plus grande au monde, opérant dans plus de 120 pays et territoires, apportant une aide vitale dans les situations d'urgence, construisant des voies vers la paix, la stabilité et la prospérité pour les personnes qui se remettent de les conflits, les catastrophes et l'impact du changement climatique et soutenir des moyens de subsistance durables et résilients pour un monde sans faim.

Au PAM, les gens sont au cœur de tout ce que nous faisons et la vision de l'avenir de la main-d'œuvre du PAM est celle d'équipes diversifiées, engagées, qualifiées et très performantes, sélectionnées au mérite, opérant dans un environnement de travail sain et inclusif, vivant les valeurs du PAM (Intégrité, Collaboration, Engagement, Humanité et Inclusion) et travailler avec des partenaires pour sauver et changer la vie des personnes que sert le PAM.

Pour en savoir plus sur le PAM, visitez notre site Web : [Programme alimentaire mondial des Nations Unies \(PAM\)](#) et suivez-nous sur les réseaux sociaux pour suivre nos dernières actualités : [YouTube](#) , [LinkedIn](#) , [Instagram](#) , [Facebook](#) , [Twitter](#) .

POURQUOI NOUS REJOINDRE ?

- Le PAM est lauréat du prix Nobel de la paix 2020
- Le PAM offre un environnement de travail hautement inclusif, diversifié et multiculturel
- Le PAM investit dans le développement personnel et professionnel de ses employés grâce à une gamme de programmes de formation, d'accréditation, de coaching, de mentorat et d'autres programmes, ainsi qu'à des opportunités de mobilité interne.
- Un cheminement de carrière au PAM offre une opportunité passionnante de travailler dans les différents bureaux nationaux, régionaux et mondiaux du monde entier, et avec des collègues passionnés qui travaillent sans relâche pour garantir qu'une aide humanitaire efficace parvienne à des millions de personnes à travers le monde.
- Nous offrons un package de rémunération attractif (veuillez vous référer à la section Termes et Conditions)

CONTEXTE ORGANISATIONNEL

This job is located in the Ethiopia Country Office and will report directly to the Deputy Country Director (Programmes). The position will operate with considerable independence in their area of work with functional oversight from the Regional Evaluation Officer located in the Regional Bureau for Eastern Africa (RBN) in Nairobi.

JOB PURPOSE:

To develop and implement an evaluation strategy, aligned to the regional evaluation strategy and guided by the WFP evaluation policy (2022), Charter and Corporate Evaluation Strategy, to generate quality evidence on the outcomes and effects of WFP's interventions in Ethiopia on the lives of beneficiaries, and inform policy, strategy and programme design and implementation.

KEY ACCOUNTABILITIES (not all-inclusive)

1. Manage evaluation processes and budgets from preparation and design through to completion to ensure the production of independent, credible evidence that meets high professional standards in line with UN norms and standards and codes of conduct for evaluation in the UN system, embodied in WFP's Evaluation Policy and Decentralized Evaluation Quality Assurance System (DEQAS).
2. Source, hire or procure and supervise external consultants and evaluation firms to conduct evaluations that meet DEQAS requirements.
3. Engage stakeholder groups, both internal and external to WFP, appropriately in the evaluation process and manage communications.
4. Contribute to application of the normative framework, quality support, assessment mechanisms and reporting on decentralized evaluation.
5. Support centralized evaluations commissioned by the Office of Evaluation, including global evaluations, CSP evaluations, Corporate Emergency Evaluation, and impact evaluations, as appropriate.
6. Promote WFP's evaluation culture of accountability and learning through analyzing evidence and lessons; preparation of syntheses and summaries of evaluation findings and recommendations; and prepare presentations of these, tailoring messages to specific audiences and platforms, working with internal and external stakeholders to enhance learning from and use of evaluation evidence in policy, programme and project design.
7. Promote the use of evaluation evidence internally and externally, including the development of briefs and other learning/knowledge products related to evaluation, support and advocate for the integration of evaluation evidence into programmatic and management presentations and forums, and others.
8. Participate and represent the country office in external professional forums and networks and internal collaboration on monitoring and evaluation issues.
9. Participate in WFP internal evaluation expertise groups to enable sharing of experience and development of good practice.
10. Manage junior staff members, providing coaching and guidance as required to ensure appropriate development and enable high performance.
11. Take responsibility for incorporating gender and protection perspectives in all areas of evaluation work (data collection, analysis and reporting), to ensure equal participation of women, men and marginalized people.
12. Other as required.

QUALIFICATIONS AND KEY REQUIREMENTS

EDUCATION:

You have:

- Advanced University degree in International Development, Economics, Statistics, Social Science or other relevant field, or First University degree with an additional years of related work experience and/or training/courses

EXPERIENCE:

You have:

- A minimum of eight (8) years of relevant postgraduate professional level work experience in development or humanitarian work such as Monitoring, Evaluation, Programme/project design and/or management, needs assessment, research, reporting, with at least four (4) years of professional experience in managing complex monitoring and/or evaluation activities spanning a range of policies and programme initiatives.

LANGUAGE:

You have:

- Fluency (level C) in the English language.
- Intermediate knowledge (level B) of a second official UN language: Arabic, Chinese, French, Russian, Spanish, and/or Portuguese (A WFP's working language)

MORE ABOUT YOU

You have:

- Experience in using a variety of quantitative and qualitative analytical tools, methods and approaches and in managing, supervising and coaching staff.
- Very good knowledge in monitoring and evaluation methods, approaches, statistical applications and reporting systems and good understanding of results-based management principles and practices.
- Ability to ensure that ethics are incorporated into evaluation processes and can uphold ethics.
- Solid knowledge about Norms and Standards for Evaluation, can communicate the essentials of the norms and standards to others and apply them appropriately.
- Solid practical knowledge on how data is collected, compiled, analysed and presented for management decisions, programme adjustment and donor reporting.
- Ability to develop monitoring systems and databases including preparation of data collection, analysis and reporting tools.
- Ability to work with relevant technology, procedures (e.g., web-based databases, other statistical applications) to produce in-depth analysis and develop and share quality reports and visualizations.
- Good knowledge of programme design, implementation and operational challenges in food and nutrition security.
- Experience in building capacity through formal and informal training processes, including developing documentation and training materials.
- Solid knowledge of human rights and gender equality and is able to ensure that evaluation design, questions and analysis incorporate this knowledge.

WFP LEADERSHIP FRAMEWORK

These common standards of behaviour guide **HOW** we work together to accomplish our mission.

Leads by Example with Integrity	Drives Results and Delivers on Commitments	Fosters Inclusive and Collaborative Teamwork	Applies Strategic Thinking	Builds and Maintains Sustainable Partnerships
Lives the WFP values and shows humanity and integrity by role modelling care for others	Delivers on commitments and adapts readily to change	Is inclusive and collaborative , and contributes to a culture of learning and personal growth	Demonstrates commitment to gather perspectives, analyse options and risks, and propose new ways of doing things	Builds and nurtures external partnerships and collaborates with partners to deliver common objectives

Different expectations of behaviour are defined depending on your grade and role/responsibilities within WFP.

TERMS AND CONDITIONS

Mobility is and continues to be, a core contractual requirement in WFP. The selected candidate will be employed on a fixed term as well as a rotational contract with a probationary period of one year.

WFP offers an attractive compensation and benefits package in line with ICSC standards (<http://icsc.un.org>) including basic salary, post adjustment, relocation entitlement, visa, travel and shipment allowances, 30 days' annual leave, home leave, an education grant for dependent children, a pension plan, and medical insurance.

The selected candidate will be required to relocate to **Addis Ababa, Ethiopia** to take up this assignment.

REMINDERS BEFORE YOU SUBMIT YOUR APPLICATION

- We strongly recommend that your profile is accurate, complete, and includes your employment records, academic qualifications, language skills and UN Grade (if applicable).
- Once your profile is completed, please apply, and submit your application.
- Please make sure you upload your professional CV in the English language
- Kindly note the only documents you will need to submit at this time are your CV and Cover Letter
- Additional documents such as passport, recommendation letters, academic certificates, etc. may potentially be requested at a future time
- Please contact us at wfprecruitment@wfp.org in case you face any challenges with submitting your application
- Only shortlisted candidates will be notified

WFP has a zero-tolerance approach to conduct such as fraud, sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination. All selected candidates will be expected to adhere to WFP's standards of conduct and will therefore undergo rigorous background verification internally or through third parties. Selected candidates will also be required to provide additional information as part of the verification exercise. Misrepresentation of information provided during the recruitment process may lead to disqualification or termination of employment

WFP will not request payment at any stage of the recruitment process including at the offer stage. Any requests for payment should be refused and reported to local law enforcement authorities for appropriate action.

Apply

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