



JOB OFFER – INTERMEDIATE CONSULTANT MONITORING AND EVALUATION (M&E) AND RESULTS-BASED MANAGEMENT (RBM)

Le Groupe-conseil baastel (Baastel), a firm dedicated to Monitoring and Evaluation (M&E), Results-based Management (RBM) and Strategic Planning consulting, has a mission to provide the knowledge, tools and skills necessary for decision-makers, managers and local stakeholders to make enlightened decisions for the efficient and effective management of their development and research programs. By helping to strengthen the impact of policy, programming and development projects around the world, Baastel has acquired a reputation as a leader in the fields of M&E and RBM.

Baastel focuses on three main branches of sustainable development, which are:

- Social equality – civil and children's rights, poverty reduction, gender equality, education, good governance and conflict resolution;
- Economic development – micro-credit, private sector development and promoting sustainable living;
- Environmental management – climate change, biodiversity, desertification, agricultural development and disaster risk management.

Baastel is looking for an **intermediate M&E and RBM consultant** with a master's or graduate degree related to international development or M&E studies preferred. The candidates should have solid knowledge of M&E and RBM and some relevant M&E, RBM and Strategic Planning experience. This is an introductory 6-month full time position – with the strong possibility of a contract extension to be negotiated.

Role: Assist teams of consultants in research, document review, design, analysis, strategic planning for RBM-based project, program, strategy and plan design and both monitoring and evaluation of projects and programs, development of monitoring and reporting frameworks, tools and systems, as well assistance in capacity building for M&E and/or RBM. The projects are funded or implemented by international organizations such as CARICOM, the Caribbean Development Bank, the Caribbean Community Climate Change Center, the Caribbean Disaster and Emergency Management Agency, DFID-UK, GIZ, Global Affairs Canada, the International Red Cross, SDC, the U.S. State Department and USAID, the World Bank and various UN agencies including FAO, UNDP, UNICEF, UNIDO, and the WFP as well as numerous other multilateral and bilateral organizations and national governments from around the world, in particular from the Caribbean.

Skills and Qualifications:

- Hold a master's or graduate degree in international development (or related subject), if possible with a focus on M&E;
- Minimum 5 previous years of experience in M&E and/or RBM preferred, including development of RBM and/or M&E tools and frameworks;
- Possess a sound understanding of M&E processes;
- Strong knowledge of RBM, performance measurement framework and logic models;
- Field experience an asset;

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- Development and delivery of RBM and M&E training experience an asset;
- Bilingual (English with either French or Spanish) at minimum, trilingual preferred;
- Good oral and excellent written communication skills;
- Excellent computer skills;
- Organization and time management skills and excellent ability to meet deadlines;
- Ability to prioritize and manage multiple tasks simultaneously;
- Attention to detail, teamwork, initiative, energy and motivation.

Expected start date: September 2021 - to be discussed with the selected candidates.

Compensation: Salary to be discussed. Weeks of 37.5 hours, from Monday to Friday.

Location of work: Home-based to start due to COVID-19. Eventually to join the team at the global HQ in, Gatineau, Québec (Ottawa) or the team in Brussels, Belgium.

Deadline for application: Applications accepted and reviewed on a rolling basis.

Please send your resume and cover letter at the following address: **recrutement@baastel.com**. Please ensure that you indicate the position you are applying for in your subject line.

We thank all applicants for their interest, but only those selected for an interview will be contacted.