



## SENIOR CONSULTANT

### Monitoring and Evaluation (M&E) and Results-based Management (RBM)

**Location of work:** Ottawa/Gatineau (Canada) or Brussels (Belgium) or Paris (France) or Remote

**Job status:** Full-time

**Expected start date:** Flexible

**Work schedule:** 38 hours/week, Monday to Friday

*Baastel offers flexible working hours and has a telecommuting policy.*

## WELCOME TO BAASTEL!

**A team on the move towards an inclusive sustainable development world.**

Le Groupe-conseil baastel (Baastel) is a consulting firm providing cutting-edge services in the field of international development. Founded in 1989, Baastel's mission is to contribute to sustainable human development. This contribution aims at the success and strengthening of development practices and actions (projects, programs, policies) through quality consulting services. Baastel focuses on the three main axes of sustainable development: the promotion of social equity, economic development, and environmental management.

## ROLE OF THE CONSULTANT

The Senior RBM and M&E Consultant will lead teams of consultants in planning and implementing mandates such as monitoring, evaluation, development of results frameworks and M&E frameworks, tools and systems, strategic planning, RBM and M&E training, and more. Clients may include governments, bilateral and multilateral cooperation agencies, UN agencies, and NGOs. Consultant responsibilities include activities such as development and implementation of RBM and M&E mandates, methodological development, managing and mentoring junior and intermediate consultants, business development, training, primary and secondary data collection and systematization, analysis, report development, monitoring, evaluation, strategic planning, development of data collection and M&E tools and systems, and more.

## QUALIFICATIONS

- **Master's or other graduate degree in international development** (or related subject)
- **Minimum 10 years of experience in M&E and RBM**, including development of RBM and M&E tools and frameworks; strategic planning; capacity building in RBM and/or M&E; sound understanding of RBM and M&E processes and tools (e.g., logic models, indicators, performance measurement frameworks); project or program monitoring.
- **Experience in leading teams;**
- **Experience in developing and delivering RBM and M&E Training** in more than one language (English, French and/or Spanish) (3 preferred).

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- Experience conducting project or program evaluations and design.
- Experience writing evaluation reports and studies and managing teams for this purpose.
- Experience in design and implementation of qualitative and/or quantitative data collection (e.g. interviews, focus group discussions, surveys).
- Extensive field experience in international development.
- Knowledge and experience related to various aspects of socioeconomic development and/or environment (and/or DRM, climate change).
- Knowledge and experience of gender equality and inclusion in the development context.
- Comes with a network for business development and expansion.

## ESSENTIAL SKILLS

- Excellent oral and written communication skills in English (high-level English writing and reviewing skills essential).
- Good oral and written communication skills in French and/or Spanish as a second language. Three languages preferred or considered an asset.
- Strong presentation and people skills.
- Excellent computer skills, including all M&E-related software.
- Strong organization and time management skills including excellent ability to meet deadlines and to prioritize and manage multiple tasks simultaneously.
- Attention to detail, strong teamwork ethic, initiative, and motivation.

## BE PART OF THE TEAM!

Please send your resume and cover letter to [recrutement@baastel.com](mailto:recrutement@baastel.com). Applications will be accepted and reviewed on a rolling basis. Please clearly indicate the position title "**Senior Consultant\_M&E – RBM**" in the subject line of your message.

We sincerely thank all applicants for their interest! We will contact those selected first.