

Project title:	FINAL EVALUATION OF THE PROJECT "SUPPORT TO PERFORMANCE MANAGEMENT SYSTEM" (PMS)
Position:	Senior evaluation expert
Location:	Namibia
Eligible nationalities:	All nationalities
Start of project:	13/10/2014
Assignment duration:	38 working days
Deadline:	23/09/2014
Objective of the project:	<p><u>Overall objective:</u> The overall objective of this contract is to conduct a final evaluation of the Support to Performance Management System as per the provisions in the TAPs.</p> <p><u>Specific objective(s):</u> The specific objective of this contract is to provide a final assessment on whether the project has achieved the objectives and results as defined in the Financing Agreement. This assessment shall:</p> <p>a) Consider the various riders and their annexes signed in the course of the project implementation and assess the alignment and cohesion of the Programme Estimates and the Technical Assistance contract with the provisions of the Financing Agreement b) Assess the consistency between the findings and recommendations of the 2008 Mid Term Review of the 9th EDF project (PMS Capacity Building) and the 2012 Mid Term Evaluation of the 10th EDF on-going PMS project c) Evaluate in view of the revision of contractual documents during project implementation, the project relevance, efficiency, effectiveness, sustainability, impact, coherence and EU value added. d) Assess the implementation of the Communication and visibility provisions as per the Financing Agreement</p>
Qualifications required:	<p><u>Qualifications and skills:</u></p> <ul style="list-style-type: none"> • Master degree (or equivalent) in preferably Human Resources Management and/or Organisational Development Sciences is required. <p><u>General professional experience:</u></p> <ul style="list-style-type: none"> • At least 12 years of general professional experience related to Public Service Reforms is required. • Excellent command of both oral and written English <p><u>Specific professional experience:</u></p> <ul style="list-style-type: none"> • 5 years experience in holistic approaches to Performance Management and related Systems is required. • Previous experience of implementation of Public Service Reforms within the Southern-African Regional context would be an advantage • Must have experience with public service Institutional Capacity Building Programmes • Must have undertaken reviews and/ or evaluations. • Previous experience of EDF funding and procedures would be an advantage. • Previous experience of advanced participatory appraisals and interviewing and reporting skill would be an advantage.
Other information:	<p><i>If you are interested in this position please send your CV in EU format under the heading "Namibia senior evaluation expert".</i></p> <p><i>When sending your application please include an indication of your desired remuneration (day-rate). Please also make sure that you include one or more telephone numbers.</i></p> <p><i>Only selected candidates will be contacted.</i></p>
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