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Événements



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SOUSCRIRE

Suivi et évaluation de l'agent de programme (OP) - P5

PROFESSION	Suivi et évaluation - P5
INSTITUTION	Commission de la CEDEAO
QUALITÉ	P5
SALAIRE ANNUEL	66 123,98 UA \$ 104 330,42
STATUT	Permanent
AGENCE	
LIEU D'AFFECTATION	Abuja, Nigeria
DÉPARTEMENT	Bureau du vice-président
DIRECTION	Planification stratégique, suivi et évaluation
DIVISION	Suivi et évaluation

SUPERVISEUR DE LIGNE

Directeur de la planification stratégique, suivi et évaluation

SURVEILLANCE

Suivi du bon de commande et rapport de performance

PO Gestion de données / évaluation d'évaluation



Les candidatures doivent être envoyées à: b1M&EP@ecowas.int

APERÇU DU RÔLE:

Sous la supervision du directeur de la planification stratégique, du suivi et de l'évaluation, le responsable principal du programme pour le suivi et l'évaluation sera responsable de la mise en œuvre du plan de suivi et d'évaluation de la Communauté, ainsi que de la coordination des plans de suivi et d'évaluation du programme. différentes institutions et agences.

RÔLE ET RESPONSABILITÉS

- Élaborer un cadre ou un plan régional de suivi et d'évaluation de la Communauté, fondé sur le cadre de résultats régional et des indicateurs concis d'impact, de résultat et de production;
- Élaborer des outils appropriés pour la collecte, l'analyse et la communication de données sur la mise en œuvre des programmes aux niveaux régional et institutionnel / agence, y compris les examens à mi-parcours, l'analyse d'impact, la performance du programme et l'évaluation finale;
- Élaborer, en collaboration avec les principales parties prenantes, des indicateurs de performance clés pour surveiller le programme et les activités de la CEDEAO au sein de la Commission et dans d'autres institutions et agences de la CEDEAO, et formuler des recommandations pour améliorer l'efficacité et l'efficience de la mise en œuvre du programme;
- Rédiger les rapports d'avancement et de performance trimestriels, semestriels et annuels de la Commission;
- Entreprendre des missions périodiques sur le terrain pour surveiller et évaluer la mise en œuvre et les progrès du programme, et pour assurer le respect des procédures opérationnelles (résultats et cadres logiques);
- Mener une évaluation des besoins en capacités des responsables S & E des institutions et agences, développer et exécuter des programmes

de formation pour renforcer leurs capacités;

- Évaluer régulièrement l'efficacité des programmes / activités en faisant correspondre les ressources financières utilisées aux résultats de ces programmes / activités;

- Travailler en étroite collaboration avec la Division de la planification, de la programmation et de la coordination pour renforcer les capacités des points focaux de S & E des institutions et agences de la CEDEAO en matière de gestion axée sur les résultats afin de garantir la réalisation efficace des buts et objectifs de la Communauté;

- Veiller à ce que les institutions et agences de la CEDEAO fournissent des résultats de haute qualité de manière efficace et en temps voulu;

- Prepare and maintain a data base of the programs and projects of Institutions and Agencies, with an in-built mechanism for data quality control.



ACADEMIC QUALIFICATIONS AND EXPERIENCE

- master's degree or equivalent in business or public administration, management, statistics, economics, political science or other social sciences from a recognized university;

- 10 years of relevant experience;

- knowledge of institutional evaluation, environmental assessment, result based management and strategic evaluation;

- professional technical knowledge/expertise in methodology of monitoring & evaluation, including theories, standards and models, quantitative/qualitative/mixed methods, validity/reliability testing of data, data analysis and interpretation, and statistical inference methods;

- understanding of various approaches and methods of programme and project monitoring & evaluation.

AGE LIMIT

Be below 50 years old. This provision does not apply to internal candidates.

ECOWAS KEY COMPETENCIES

- ability to lead in assigned programmes and projects by providing the necessary managerial and operational expertise required for the fulfillment of the organization's mandate;
- ability to lead by example and organize teamwork to encourage cooperation to achieve targeted results, champion and build momentum for change and to bring about employee engagement; develops and implements internal controls for pilot program to manage potential barriers to implementation;
- ability to respect chain of command in an appropriate manner;
- excellent self-management skills, demonstrating ethics and integrity, confidentiality and displaying due regards for internal controls of rules, delegations and transparency;
- ability to bring together complementary skills/expertise, assess individual contributions and recognize/address accomplishments and shortcomings in a manner that brings continued success to the organization;
- knowledge of program management at the level usually acquired from a certification in program management.
- ability to research benchmarks and trends to bring about the best recommendations for the development and improvement of programs/projects that will best serve the community/organization;
- well-developed networking and interpersonal skills to seek feedback, information and data from a network of professionals from multiple countries/sectors/organizations and to identify and prioritize the most critical community requirements;
- ability to manage and co-ordinate client management initiatives and make recommendations;
- ability to develop and implement best practices in client services;
- ability to develop and implement stakeholder management plans, programs and initiatives to obtain buy-in on new initiatives, to better understand dissenting views, to obtain resources and to increase perceptions of success.
- ability to be diplomatic, tactful and respect of other people from varied backgrounds, understanding diverse cultural views especially within West Africa with the ability to convert diversity into opportunities to improve program/operational outcomes;



- ability to create a diverse and inclusive interactive environment that benefits from diverse strengths bringing together innovative practices;
- ability to remain objective in managing conflict regardless of cultural differences /positions, gender differences, and encourage other staff to overcome cultural and gender bias and differences;
- ability and responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work;
- ability to serve the interest of culturally diverse multinational teams/organizations/communities and persons with disability without prejudice and bias.
- understanding of the ECOWAS organizational structure, associated dynamics and expectations as required to collaborate, participate, contribute and lead effectively;
- knowledge of the ECOWAS mandate, strategic plan/priorities as well as the economic, political and social situation and trends in member states, as pertains to own scope of work;
- knowledge of ECOWAS best practices, program management approaches and research techniques to lead and/or contribute to the development or assessment of programs, projects or initiatives;
- knowledge of the ECOWAS rules and procedures in order to appropriately interpret and apply directive text, provide technical advice, coach others and assess performance.
- ability to analyze a situation by using indicators to assess the costs, benefits, risks, and chances for success, in making decisions;
- ability to pull together information from different sources to identify the cause of problems, consequences of alternative causes of action, potential obstacles and ways to avoid the problem in the future;
- ability to break down very complex situations/information into simple terms to explain recommendations and conclusions aimed at solving problems or improving operations/programs/projects;
- ability to develop new insights into situations, apply innovative solutions to problems and to design new methods of addressing issues or disconnects where established methods and procedures are inapplicable or no longer effective.
- ability to communicate with impact, clearly and concisely in a succinct and organized manner conveying credibility & confidence when



making presentations, setting expectations and explaining complex issues;

- ability to listen intently and correctly interpret messages from others and respond appropriately;

- accomplished technical writing and editing skills;

- exhibit active listening skills to encourage stronger communication amongst team members, to show care and make them feel valued and to drive employee engagement in all institutions and agencies;

- ability to give constructive feedback, provide recognition, address shortcomings and motivate direct reports to work at peak performance;

- proficiency in information communication technologies(ICT);

- Fluency in oral and written expressions in one of the ECOWAS official languages of the Community (English, French & Portuguese). Knowledge of an additional one will be an added advantage.

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