



CONSULTANCY ADVERTISEMENT

CHIEF OR PARTY (COP) - USAID/SAHEL REGIONAL-MONITORING, REPORTING, AND CAPACITY STENGTHENING CONTRACT (MRCS)

Full-time consultancy position based in Dakar, Senegal.

December 2020



HRO-252

Introducing Integrity

Integrity is an ethical consultancy and service provider working in challenging and complex environments around the globe.

We help our clients succeed in fragile and challenging environments while building trust and understanding as the basis for transformative change.

We work across all phases of the programme and project cycle, delivering ten complementary services: research, evidence and analysis / monitoring, evaluation and learning / data and knowledge management / programme and project management / grant and fund management / risk management / technical assistance / capability and capacity development / stakeholder engagement / communications. Our services are underpinned by the principles on which we were founded, a commitment to providing reliable information and evidence, and expert and high-quality delivery.

Headquartered in London and Washington DC, Integrity also has offices in Jordan, Kenya, and Pakistan. Our multi-national team of over 50 specialists deliver a diverse and global portfolio of projects for a range of government clients and international institutions including DFID, USAID, the FCO, US State Department and the World Bank.

We are guided by an organisational vision, mission and commitment.

Vision: Integrity sets the international standard for ethically delivered, expert services in conflict, post-conflict, and fragile contexts. We transform conflict and build stability, accountability, and prosperity.

Mission: We help clients and communities to build trust and understanding as the basis for transformative change. We do not advocate: we listen, comprehend, and recommend.

Commitment: We uphold the highest ethical standards in our service delivery, our employment of staff and our interaction with people. This ensures not only that our clients receive the best possible service but that we benefit the individuals and communities amongst whom we work.

Further information about Integrity can be found at www.integrityglobal.com.

Scope of Work

Integrity is looking for a dynamic and ambitious Chief of Party (COP) for the USAID/ Sahel Regional-Monitoring, Reporting, and Capacity Strengthening Contract (MRCS). The purpose of MRCS will be to provide support to the USAID Sahel Regional Office (SRO). The support will include technical and advisory services in planning, designing, conducting, disseminating, and learning from monitoring and evaluation (M&E) of the Office's portfolios in order to measure progress towards development objectives and improve the achievement and sustainability of the Office's development outcomes. Additionally, this award will provide services to strengthen the Monitoring, Evaluation, and Learning (MEL) capabilities of USAID staff, targeted local partners, and national and regional institutions.

The COP will lead and manage the overall complex operations of the MRCS activities and ensure that quality standards and schedules are met. S/he will provide vision and overall leadership to program operations and serve as the primary point of contact with USAID on day-to-day activity implementation and management issues. The COP will supervise the work of all personnel assigned

to tasks under the program and provide cost and quality assurance of all tasks and assignments undertaken to achieve the objectives of MRCS.

We anticipate this to be a Dakar-based, full-time position. The expected period of performance is an estimated five years to cover the duration of the program. Please be advised that the position is dependent on contract award.

Project Background – USAID Sahel MRCS

USAID is reorienting its policies and practices with the goal of becoming an evidence-based, learning organization that supports countries in their journey to self-reliance. USAID explores M&E approaches that respond to local host-country priorities and strengthen local actors.

USAID has revamped its Development Policy and put a greater focus on sustainability, ownership and knowledge transfer, where learning from M&E is key. The new USAID operational guidance for the Program Cycle (ADS 201) applies the principles of: (1) Analytic rigor to support evidence-based decision making; (2) Managing adaptively through continuous learning; (3) Promoting sustainability through local ownership; and (4) Utilizing a range of approaches to achieve results.

The USAID SRO is dedicated to advancing Governments along the journey to self-reliance and the broader Agency organizational learning and development policy efforts through enhanced Collaborating, Learning, and Adapting (CLA). The ability to continuously assess performance and adapt to change are critical to yielding the desired outcomes. Achievement of the mission's strategic development goals and objectives will require rigorous implementation of MEL and adaptation tools, methods and processes at each step in the program cycle through this contract.

MRCS will aim to improve upon and provide additional implementation support to the Country Development and Cooperation Strategy (CDCS) and USAID's regional strategic frameworks through enhanced MEL system. The selected contractor will provide broad MEL support to USAID work in Burkina Faso, Chad, Mauritania, the Gambia, and Niger.

Your Experience and Expertise

We are looking for a wide range of experience in supporting collaborative processes that create better spaces for people to reflect on and learn from each other's experience and know-how in the context of MEL. In particular, the COP will have:

- At least 12 years of overseas experience in international development with demonstrated capacity to manage or evaluate complex multi-million-dollar development programs.
- The ideal candidate has a demonstrated understanding of evaluation methodologies, performance management plans, participatory data collection methods and protocols data verification techniques, and data for effective decision-making.
- At least 4 years of experience as a COP or senior field management experience (e.g. Project Director, Regional Director or Country Director roles) ideally for regional or multi-country assignments, demonstrating professional interaction with senior U.S. and foreign government officials and ability to provide consulting services in helping clients analyze problems, devise and adopt solutions.



- Prior experience in supervising long-term field staff and short-term U.S., third country, and local experts of diverse backgrounds. Candidates with experience in managing regional programs or evaluations with teams based in multi-location are preferred.
- Prior working experience in Sahel or West-Africa region, including at least in one of these countries: Burkina Faso, Chad, the Gambia, Mauritania and Niger.
- A graduate degree in the field of management, international development or a related technical field, or sufficient comparable experience in building local staff and partner capacity as well as strategic planning.
- Strong background in project management, organizational development and monitoring and evaluation to ensure adequate liaison with the USAID Mission and provide comprehensive monitoring and evaluation support.
- Technical expertise in in the fields of shock resilience (including food insecure, climate change, agricultural development), humanitarian (including migration, extremism and human rights) and governance. Candidates with experience working on gender equality issues in the mentioned fields are preferred.
- Demonstrated knowledge of United States Government rules, regulations, policies, and procedures including Collaborating, Learning and Adapting (CLA), USAID's J2SR, Program Cycle, and Evaluation Policy.
- Prior experience in a high threat environment with strong multi-cultural, inter-personal and supervision skills.

Languages:

- Written and oral fluency in English and French, with the ability to write clear and compelling narrative.

How to Apply

If you are interested in applying for this position, please complete the application form at <http://www.integrityglobal.com/apply/> and attach a CV and Cover Letter at the bottom of your application.

The closing date for applications is **8 January 2021**. However, we will review candidates on a rolling basis and the vacancy may be filled before this deadline. **We encourage early applications.** Please be advised that only shortlisted applicants will be contacted.

Please note that this position is contingent on the awarding of funding.

Integrity is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity. We will respect your confidentiality and abide by data protection laws.



**LISTEN
COMPREHEND
RECOMMEND**