



Vacancy Announcement #115/2024

Monitoring and Evaluation Specialist - Sustainable Industrial Cluster II

Contract Duration: December 31, 2025

Application deadline: 24/10/2024

Duty station: Addis Ababa

1. Background

The Government of Ethiopia (GoE) implemented several reforms that have opened considerable opportunities for investments in the economy and adapted private sector-led economic growth as one of the strategic pillars for economic development. The textile and garment sector and industrial parks are priority sectors in the new Manufacturing Industry Policy as well as in the recently published Home-Grown Economic Reform Agenda 2.0 (HGER 2.0) 2024 - 2026. The British and German governments are supporting the country's pathway towards industrialization and economic transformation through the implementation of a joint project named Sustainable Industrial Clusters (S.I.C.) II.

S.I.C. II has the objective to strengthen the resilience of Ethiopia's textile and garment sector by applying a demand- and market-oriented approach in its support to workers, manufacturers and the government. It aims at promoting worker welfare; preparing companies to align with international market requirements; attracting international buyers to sourcing from Ethiopia; advising the management of IPs on sustainable operations and offering policy advisory to ease business environment constraints. The project is implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH under a co-financing agreement between the Foreign, Commonwealth & Development Office (FCDO) of the United Kingdom and the German Federal Ministry for Economic Cooperation and Development (BMZ).

The project is seeking an experienced, enthusiastic and pro-active Monitoring and Evaluation Specialist to lead and oversee the project's monitoring, evaluation and learning processes.

Responsibilities and Duties

As the M&E Specialist, you will be responsible for designing, implementing, and managing the monitoring, evaluation, and learning processes for the project. You will ensure that data collection, analysis, and reporting activities are aligned with project goals, requirements by BMZ and FCDO, and international best practices.

Your responsibilities will include:

- **Develop M&E Framework:** Design and implement the project's M&E framework and systems in line with project goals, outcomes, and indicators.
- **Develop M&E Tools:** Create (digital) data collection and reporting tools to assess the progress, effectiveness, and impact of project activities



- **Data Collection and Analysis:** Coordinate the collection of baselines, mid-term, and end-line data for the project; ensure that the data is accurate, reliable, and collected in a timely manner; conduct regular data analysis and generate reports on project performance.
- **Reporting:** Prepare and submit periodic reports on monitoring and evaluation findings to project teams, FCDO, BMZ and other relevant stakeholders.
- **Knowledge Management:** Document best practices, lessons learned, and success stories to support knowledge management and communication of project results.
- **Capacity Building:** Provide technical guidance and support to project staff and relevant stakeholders on M&E processes.
- **Ensure Quality Assurance:** Establish and maintain a quality assurance process to guarantee that M&E activities and data collection methods are consistent and rigorous and comply with requirements by FCDO and BMZ.
- **Review and Communication:** Contribute to project reviews and provide data-driven insights to inform project adjustments and decision-making as well as communication of project results.
- **Cooperation:** Collaborate with other projects in the economic transformation cluster and improve the cluster-level M&E system and reporting

Qualifications

- University degree in International Development, Social Sciences, Monitoring and Evaluation, Statistics or a related field (preferably Master).

Professional experience

- 5 years of professional experience in Monitoring and Evaluation, ideally with development projects in the textile and garment sector or related private sector fields
- Proven experience designing and managing M&E systems, including developing M&E frameworks, performance indicators, and reporting tools.
- Strong analytical and data management skills, with proficiency in qualitative and quantitative data collection and analysis
- Fluent in both written and spoken English and Amharic
- Strong proficiency in IT tools, including email and MS Office applications); knowledge of data collection tools is a plus

Other knowledge, additional competencies

- Demonstrates a self-reliant and proactive approach with high motivation and enthusiasm for the work.
- High attention to detail and organizational skills
- Maintains a results-oriented mindset, with the ability to solve problems and prioritize tasks under high pressure.
- Has a general understanding of the Ethiopian private sector, especially the textile and garment, its stakeholders and actors.
- Exhibits intercultural understanding and interest, strong teamwork abilities, a sense of diplomacy, and the capability to work in a politically sensitive environment.
- Knowledge of GIZ procedures and regulations is an asset.



Application procedure:

Interested and qualified candidates shall submit their motivation letter along with their recent CV via Email: hreth@giz.de

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Please make sure you mention the vacancy number and position title **Monitoring and Evaluation Specialist #115/2024** in the subject line of your email application. Applications without vacancy numbers in subject lines might be disqualified.

Only short-listed candidates will be contacted.

Please refer to our [brochure](#) to learn more about GIZ's attractive benefits package.

Internal candidates shall submit their motivation letter along with their recent CV to: ethiopia-internal-applicants@giz.de

Please make sure you mention the vacancy number and position title **‘Monitoring and Evaluation Specialist’ #115/2024** in the subject line of your email application.

Before applying for the new position, internal candidates must seek approval from their line manager. This step prevents internal poaching or brain drain within GIZ.

Before arranging interviews, HR will ask the candidates to confirm in writing that their line managers are aware of their application. If the candidate has not informed the line manager, he/she must do this immediately or the application will be rejected.

HR will inform unsuccessful internal candidates about the rejection verbally or in writing.

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