



Stabilisation Unit

## Civilian Stabilisation Group (CSG) Recruitment Drive, 2017

### – Monitoring & Evaluation Advisers –

#### What is the Civilian Stabilisation Group?

As part of its contribution to the work Her Majesty's Government (HMG) supports in fragile and conflict-affected states, the Stabilisation Unit (SU) coordinates the CSG. The CSG is made up of a flexible pool of over 1,000 experts, and includes contractors, civil servants and serving UK police officers specialising in a wide range of thematic areas of expertise. In line with HMG needs, SU recruits, prepares, trains and deploys experts from the CSG to priority areas across the globe. At any one point, SU has around 180 experts in more than 25 countries.

The CSG operates on a 'two-stage' recruitment basis; SU initially recruits individuals to become members of the CSG pool, and then recruits from that pool as and when expertise is required for individual tasks.

#### Monitoring and Evaluation Advisers

SU is undertaking a CSG recruitment drive for new CSG members and is looking to recruit individuals with **monitoring and evaluation expertise** and experience of working on/in fragile and conflict-affected regions.

Candidates will need knowledge & understanding of:

- how to work with international conflict architecture, multilateral organisations, and key partner institutions in Whitehall (e.g. FCO, DFID, MOD, CSSF); and
- working/ facilitating communication with a range of partners (e.g. national and sub-national governments, security sector, NGOs, and hard to reach populations).

Other **essential skills and experience** include:

- Experience of facilitating the development of robust theories of change and log frames/ results frameworks for multi-year and multi-country programmes, alongside programme staff;
- Experience of leading the design and delivery of M&E training and/or workshops and of coaching others to develop M&E capacity amongst programme teams;
- A track record of providing advice and supporting others to develop M&E capability and learning in a relevant institutional context.
- Significant experience of leading the development of monitoring and evaluation approaches for complex programmes in fragile and conflict-affected states (such as the use of independent monitoring, beneficiary feedback mechanisms or monitoring approaches for remotely managed programmes) and/or conflict and gender-sensitive approaches for M&E;
- Ability to use a wide range of monitoring and evaluation concepts in evaluation design, experience of qualitative and quantitative methods and approaches in line with relevant international and professional technical standards, including the ability to provide assessments on the limitation and ethical implications of methodological approaches;
- Experience of developing monitoring and evaluation approaches, communicating them and applying them to programmes and in a practical and effective way and
- Experience of communicating across different HMG stakeholders at different levels and demonstrable experience of producing products to support HMG learning.



#### M&E tasks for the SU include:

- Helping programme teams develop strong theories of change, results frameworks/log frames.
- Facilitating bespoke M&E workshops and training for programme teams
- Providing embedded support to programme teams to develop M&E capacity.
- Undertaking M&E scoping reviews to assess priorities for monitoring and evaluation.
- Leading the development of monitoring and evaluation strategies, incorporating conflict and gender sensitive approaches to M&E.
- Undertaking programme reviews and lessons learning products.

#### Testimonial

*"Working with the SU has been very fulfilling and rewarding as it offers opportunity to work in challenging environments that are highly dynamic and evolving, with complex programmes. This presents interesting dynamics to my own technical work, compelling me to adapt the skills that I have acquired in broader development work to conflict-affected or high risk environments ensuring conflict sensitivity is incorporated into programme design, designing results frameworks for large programmes implemented through a set of diverse partners, or monitoring results across such diversity in contexts that continually evolve as the political and conflict landscapes changes."*

Jesse McConnell (M&E CSG member)

#### Apply to join

Should any of the above be of interest to you, instructions on how to apply to join the CSG can be found [here](#). Please also forward this to any contacts to which it may be of interest. For any questions, please email [UKCSG@dfid.gov.uk](mailto:UKCSG@dfid.gov.uk).