



DEVELOPMENT IMPACT MANAGER

The Development Impact Manager plays a critical role in ensuring that FSDE operates as an evidence-driven organisation. As the organisation’s functional lead for monitoring, evaluation, and learning, the role is responsible for designing and overseeing systems that generate credible, high-quality data on the effectiveness of FSDE’s work. By aligning measurement and learning with FSDE’s strategy, the DI Manager helps ensure that interventions contribute meaningfully to inclusive financial market development.

The role strengthens FSDE’s ability to adapt, improve, and demonstrate value. It supports programme teams to use data for decision-making, ensures that results are clearly communicated to stakeholders, and provides assurance that the organisation is achieving its intended outcomes. As FSDE grows, the DI Manager will shape how evidence is gathered and shared—laying the foundation for strategic learning, public credibility, and long-term impact.

REPORTS TO: CEO

SUPERVISES: Development Impact Consultants

SCOPE OF RESPONSIBILITIES

Area of Responsibility	Action Steps	Success Criteria/Measures
Development Impact Strategy & Advisory Shape the design of FSDE’s programmes by ensuring all interventions are grounded in a clear development impact logic that aligns with the organisation’s strategic priorities.	Collaborate with programme teams to define each intervention’s intended change, ensuring alignment with FSDE’s theory of change and strategic pillars.	<ul style="list-style-type: none"> Feedback from senior managers confirms that FSDE teams use data and insights provided by the DI Manager to inform programme decisions. Project concept notes and proposals submitted to the Investment Committee demonstrate strong theories of change and robust tracking strategies.
	Provide structured advice on indicators, assumptions and outcomes to support strong programme design and meaningful results measurement.	
	Facilitate the integration of ESG, inclusion, and climate considerations into project logic models and measurement frameworks.	
	Support early-stage project assessments through structured screening tools that clarify the potential for long-term impact.	
	Support the development of project concept notes and proposals for submission to the Investment Committee, ensuring robust theories of change and tracking strategies.	
Development Impact Systems Design & Management	Develop and maintain simple, standardised tools that support data collection, aggregation, and reporting across all programmes.	<ul style="list-style-type: none"> Mid-term and final evaluations confirm that FSDE’s results frameworks are logically structured, tested in practice,
	Create and update FSDE’s results frameworks, aligning indicators with strategic outcomes, donor requirements, and national systems where possible.	

Area of Responsibility	Action Steps	Success Criteria/Measures
<p>Build and maintain results systems that provide reliable, timely evidence on FSDE’s progress, enabling the organisation to track impact and improve decision-making.</p>	<p>Work with internal teams to embed DI planning into project start-up processes, ensuring that data needs are addressed from the outset.</p>	<p>and used to refine strategy and understand what drives impact.</p> <ul style="list-style-type: none"> Feedback from staff and project stakeholders indicates the DI tools are user-friendly
	<p>Coordinate the development of user-friendly dashboards or reporting tools that make performance data accessible to decision-makers.</p>	
	<p>Liaise with the Head of Audit, Risk & Compliance to integrate risk-related data points into DI systems, reducing duplication and improving efficiency.</p>	
<p>Impact Monitoring & Adaptive Learning</p> <p>Support learning and adaptation by ensuring FSDE can see what is working, what isn’t, and why - using real-time data and regular reflection to strengthen effectiveness.</p>	<p>Set clear expectations for routine monitoring and mid-implementation reviews, tailored to each project’s scope and ambition.</p>	<ul style="list-style-type: none"> Monitoring and learning reviews show that interventions are being adapted in response to real-time evidence and structured reflection. Feedback from FSDE teams indicates the DI Manager’s facilitation supports blame-free learning and continuous improvement
	<p>Track progress using both quantitative and qualitative methods, ensuring context, contribution, and change are meaningfully understood.</p>	
	<p>Facilitate structured reflection with programme teams to interpret findings and adapt implementation strategies where needed.</p>	
	<p>Produce periodic performance summaries that flag emerging insights and trends for leadership and programme teams.</p>	
	<p>Work with external partners to commission mid-term or final evaluations when deeper analysis is required to support strategic learning.</p>	
<p>Quality Assurance & Risk Coordination</p> <p>Safeguard the credibility of FSDE’s results by managing data risks, ensuring quality standards are met, and coordinating with risk colleagues to reduce reporting burdens and strengthen oversight.</p>	<p>Define and implement practical quality assurance processes that validate the accuracy, completeness, and consistency of programme data.</p>	<ul style="list-style-type: none"> Funder reviews or technical audits confirm that FSDE’s DI system meets quality standards and supports accountability without imposing excessive burden.
	<p>Conduct periodic checks on partner data systems and documentation to assess reliability and flag issues requiring corrective action.</p>	
	<p>Support the development of clear data protocols and responsibilities to manage risk throughout the DI cycle.</p>	
	<p>Coordinate with the Head of Audit, Risk & Compliance to align DI-related reporting with broader risk oversight frameworks.</p>	
	<p>Document and mitigate risks specific to DI—such as poor data quality or misinterpretation of findings—through proactive planning and coaching.</p>	
<p>Capacity Strengthening & Partner Support</p> <p>Enable staff and partners to use results data effectively by building practical DI skills across the organisation and</p>	<p>Assess the DI knowledge and skills of staff and implementing partners, identifying where support or development is most needed.</p>	<ul style="list-style-type: none"> Performance reviews and/or post-training evaluations indicate that staff and partners are able to carry out required DI activities competently
	<p>Provide tailored training, coaching, and written guidance to help teams use FSDE’s results tools and interpret data effectively.</p>	
	<p>Offer one-to-one or small-group support during project design and reporting cycles to build confidence in applying DI approaches.</p>	

Area of Responsibility	Action Steps	Success Criteria/Measures
supporting others to apply good practice.	Review the DI components of project proposals and reports, offering constructive feedback that strengthens learning and credibility.	
	Create a shared repository of resources and templates to support consistent and high-quality DI practice across all teams.	
Communications & Knowledge Sharing Help FSDE share its impact with influence by turning evidence into clear, accessible insights that support learning, advocacy, visibility, and stakeholder accountability.	Collaborate with the Communications team to co-produce accessible impact summaries, learning stories, and evidence briefs for external audiences.	<ul style="list-style-type: none"> • Stakeholder and funder feedback confirms that FSDE’s results reporting is clear, credible, and aligned with their decision-making needs. • Evidence-based communications and advocacy outputs are found—through M&E or stakeholder feedback—to be clear, influential, and grounded in validated data.
	Provide credible data and analysis to inform FSDE’s stakeholder reports, funder updates, and strategic publications.	
	Contribute to the monitoring and evaluation of communications and advocacy activities, helping FSDE understand their reach and influence.	
	Support the planning and delivery of knowledge-sharing events, working with colleagues to curate insights that showcase FSDE’s work.	
	Develop a calendar of key reporting and storytelling moments that align evidence generation with visibility opportunities.	

And other duties as requested by the CEO

REQUIREMENTS OF THE ROLE

Qualifications & Experience:

- Master’s degree with at least 6 years’ experience, or Bachelor’s degree with 8 years, in economics, finance, public policy, development studies, or a related field.
- Proven experience in monitoring, evaluation and learning within financial market systems, inclusive finance, or private sector development.
- Skilled in designing results frameworks and theories of change, with a track record of applying outcome-focused DI approaches.
- Experience working on donor-funded programmes, with knowledge of expectations around results, value for money, and accountability.
- Competent in both quantitative and qualitative methods, including survey design, outcome harvesting, and mixed-methods evaluation.
- Professional training in results measurement, evaluation, or impact assessment is an advantage.

Job Related Skills and Knowledge:

- Ability to design DI systems that are technically sound, practical, and user-friendly across diverse programme teams and partners.
- Strong facilitation skills for learning reviews and adaptive management, with a constructive and reflective engagement style.
- Solid understanding of financial market development and thematic areas such as SME finance, capital markets, or climate finance.
- Confidence in communicating evidence clearly—verbally and in writing—for programme, donor, and advocacy audiences.
- Familiarity with data quality assurance and aligning DI with institutional risk and compliance processes.
- Ability to work independently while coordinating across teams and managing consultants or external evaluations where required.

How to Apply

Interested applicants who meet the above requirements should submit their cover letter and CV, clearly stating the position “**Development Impact Manager**” for which you are applying, to jobs@fsdethiopia.org before the end of the business day on March 20, 2026. Female candidates are highly encouraged to apply.

Only shortlisted candidates will be contacted.

Note: FSD Ethiopia is an equal opportunity employer, committed to providing a safe, inclusive, and respectful working environment, and encourages applications from qualified candidates of all backgrounds.

FSD Ethiopia Job Description: DI Manager

COMPETENCIES

Competency	Level 1 <i>Foundation</i>	Level 2 <i>Specialist</i>	Level 3 <i>Manager</i>	Level 4 <i>Leader</i>
Ownership & Initiative			√	
Demonstrates a strong sense of personal ownership that leads to taking responsibility, self-starting proactivity, and a commitment to driving organizational success.				
Learning & Adaptability			√	
Exhibits openness and ability to learn, grow, and improve while fostering the same in others.				
Thought Leadership			√	
Thinks clearly and intentionally, analysing information objectively, understanding issues and forming opinions.				
Execution & Drive for Results			√	
Is keenly motivated to achieve goals and act with accountability to deliver quality results.				
Relationship Building			√	
Initiates and maintains positive relationships with others; discerning and appreciating the values, concerns, or feelings of others.				
Communication & Influencing			√	
Deliberately adjusts behaviour in order to address the feelings, needs or concerns of others; communicates clearly, confidently, and appropriately to influence others.				