

Development Impact Analyst

Job Title:	Development Impact Analyst (Officer)
Grade:	4
Department:	Programmes
Directly Reports to:	Development Impact (DI) Manager - FSD Africa
Indirectly Reports to:	Program Director- FSD Ethiopia
Job Purpose	
<p>The Development Impact Analyst (Officer) will support the effective development and management of FSD Ethiopia's development impact results frameworks. Under the strategic guidance of the Manager, Development Impact at FSD Africa, the role holder will be expected to provide technical assistance to project teams throughout the results management cycle: from project selection, to the development of results measurement plans for each project, to the management of the periodic collection of outcome and impact data. They will manage the Development Impact Management Information System (DIMIS) platform, making sure that all the project measurement plans are onboarded and that the partners are also onboarded and trained on its usage. They will manage partner reporting, ensuring agreement on indicators and targets, and oversee the timely submission of reports by partners. The post holder will - in collaboration with all relevant staff, partners, and consultants - deploy efficient and cost-effective tools in the collection, analysis, visualization and reporting of FSD Ethiopia's impact data.</p>	

Key Responsibilities / Duties / Tasks

1. Project Scoping and Design

Working alongside the Manager Development Impact, engage with Program & Project leads to design portfolios of impactful projects with sound development impact theories, thorough monitoring and evaluation plans, achievable goals and targets that demonstrate good value for money.

- Contribute to the development and improvement of FSD Ethiopia's impact monitoring and management system, including theories of change and results frameworks, project measurement plans to ensure they respond to the information needs of the complex financial sector development work.
- Collect and analyze feedback from users on the development impact (DI) system and any other lessons learned in order to identify opportunities for improvement.
- Contribute to the development of project proposals by writing up the impact section based on analysis of available evidence.
- Assist program and project leads when conducting due diligence on pre-selected projects, to conduct full appraisals of pre-screened projects and ensure that conditions and aspects of the delivery model/implementing partner identified as important to achieve impact are in place.

2. Development Impact Monitoring

For all assigned projects, coordinate the accurate collection of all required data from all stakeholders and carry out monitoring touchpoints in accordance with program and project Impact Monitoring and Management Plans (working closely with the Manager, Development Impact).

- Develop and continuously improve the data collection system (e.g. reporting templates, data collection tools) so that it delivers against FSD Ethiopia's Development Impact guidelines.
- Generate various management reports through data queries on an ad-hoc basis as requested by Management, Donors, the Board, etc.
- Develop streamlined tools and schedules for each project to make Development Impact processes as easy as possible for partners and FSD Ethiopia staff.
- Support partners and project managers to report project progress on a quarterly basis, ensuring data is complete, accurate, valid and submitted in a timely manner.
- Work closely with the gender team in developing gender-responsive M&E frameworks, including sex-disaggregated indicators and gender-sensitive reporting mechanisms.

3. Quality Assurance

- Provide the FSD Ethiopia team with synthesized data they can use for decision-making.
- Work on developing a dashboard with the Manager, Development Impact to display various analytics.
- Compile and analyze collected data in order to identify any gaps in FSD Ethiopia knowledge management systems that highlight gender dimensions of programs/projects.
- Respond promptly to ad hoc requests for data analysis.
- Ensure management reports meet data quality needs for decision-making.

Carry out any other duties or special assignments as assigned by Management.

Academic and Professional Qualifications

- Bachelor's degree in Economics, Development Studies, Finance, Operations Research, Statistics, or a relevant field
- Professional training in Monitoring, Evaluation, and/or Impact Harvesting from a recognized institution is an added advantage.

Experience

- 2-3 years of post-graduation experience monitoring and evaluating donor-funded programs
- A proven track record of effective impact monitoring in a financial markets development/inclusive finance context with a keen understanding of how to assess differential impacts on women and men.
- Knowledge and skills in program planning and development and demonstrated ability in developing effective and conceptually sound results measurement frameworks that capture gender-disaggregated data and include gender-sensitive indicators.
- A proven track record of designing indicators, setting targets, and developing data tracking tools at both the project and program levels.
- Demonstrable experience with data and program quality management techniques
- The ability to write reports to a high standard of written English, with quality graphics
- A basic understanding of both quantitative and qualitative research methods, including designing and undertaking mixed-methods projects.
- Familiarity with principles and current approaches to M&E using quantitative and qualitative approaches, including value for money analysis.
- Experience designing and implementing participatory, gender-responsive M&E approaches.

- Excellent written and communication skills in English, including the ability to write, compile presentations and infographics, and speak confidently in public.

Desirable

- Experience working in a multicultural environment
- Knowledge of donor policies and procedures
- Previous experience working on FCDO- and BMGF-funded projects
- Languages: English and Amharic
- Ability to multitask
- A good understanding of the financial sector in Ethiopia

Competencies

- Committed to goals, achieves intended results
- Creates change through new ideas, leads innovation
- Optimizes use of time, people, funds, materials
- Builds trust through strong relationships collaboratively
- Shares information clearly, influences compellingly, listens actively
- Analyzes logically, finds root causes, crafts solutions
- Seeks knowledge, adapts flexibly through learning growth

Skills

- Strong analytical and problem-solving skills
- Excellent communication and interpersonal skills
- Ability to manage multiple tasks and projects simultaneously
- Proficiency in Microsoft Office Suite and relevant data analysis software
- Strong organizational skills and attention to detail
- Ability to work collaboratively in a team environment
- Demonstrate high levels of integrity
- Quality work output, contribution to team success, Initiate action, applied learning
- Ability to communicate both internal and external stakeholders

- Project management skills
- Formal presentation skills
- Strong writing skills

How to Apply: Interested applicants who meet the above requirements should submit their cover letter and CV, clearly stating the position "DEVELOPMENT IMPACT ANALYST" for which you are applying, to jobs@fsdethiopia.org before the end of the business day on July 5, 2024. Female candidates are highly encouraged to apply. Only shortlisted candidates will be contacted.

Note: FSD Ethiopia is an equal opportunity employer and welcomes applications from all backgrounds.