

## Role Title

**Monitoring, Evaluation and Learning Manager  
EU4Youth Programme (EU PAgODA)**

## Role Information

Role Type	Pay Band	Location	Duration	Reports to:
<b>Programme Management/Monitoring, Evaluation and Learning</b>	<b>Long-term consultant</b>	<b>Tunisia</b>	<b>Fixed term 2 years, optional extension by mutual consent</b>	<b>Senior Programme Manager, EU4Youth</b>

## Role purpose

To provide strategic leadership, management and oversight of activities related to monitoring, evaluation and learning for the EU4Youth programme. This will ensure that: 1) the programme generates a strong evidence base, 2) this evidence is suitably communicated with key stakeholders, and 3) continuous learning is used for adaptive management of the programme. Ultimately, this role will be instrumental in ensuring that the programme is able to generate and disseminate strong evidence and learning to the client (EU in Tunis and Brussels), EUNIC members, Tunisian policy-makers, cultural operators, wider civil society, and especially tailored to youth and women.

## About us

The British Council is the UK's international organisation for cultural relations and educational opportunities. We create friendly knowledge and understanding between the people of the UK and other countries. We do this by making a positive contribution to the UK and the countries we work with – changing lives by creating opportunities, building connections and engendering trust. We work with over 100 countries across the world in the fields of arts and culture, English language, education and civil society. Each year we reach over 20 million people face-to-face and more than 500 million people online, via broadcasts and publications. Founded in 1934, we are a UK public body governed by a Royal Charter and are a registered UK charity.

This role will provide support and coordination to the EU4YOUth programme. The programme is a co-delegation between AECID, the British Council, and FIIAPP, with AECID as the lead partner. The overall value is €15.460.000. Through this programme and the wider framework of the overall EU4YOUth Initiative for Tunisia (€60m from 2018), the European Union aims to support the social and economic inclusion of young people across the country. To contribute specifically to this, our joint overall objective / expected (long-term) impact is: "The inclusion and participation of young vulnerable Tunisians in public life is strengthened through creativity, culture and sport while taking into consideration the different forms of exclusion".

The AECID, British Council, and FIIAPP approach to delivering these outcomes is based on the following:

- working with vulnerable youth and their communities and responding to their needs,
- building confidence, inclusion, and sustainability: including information and knowledge sharing between vulnerable youth and their communities to ensure their access to economic and creative opportunities,

- supporting the development of public policies and civil society initiatives in sport and culture that are accountable and transparent and focus on vulnerable youth and their communities.

## Geopolitical overview

Middle East and North Africa (MENA) is a diverse region currently undergoing major transitions, with huge generational shifts taking place in politics, society, geopolitics and the economy. As well as creating conflict as different parties contest the direction of this transition, it is also generating significant opportunities – the new generation is more connected, more educated, more entrepreneurial, more innovative and expressive than previous generations. They have the potential to drive sustainable economic growth and stability. Moreover, governments have greater impetus to engage with youth due to their rising numbers and the end of the oil boom, which has increased their need to diversify their economies away from oil and towards a model based around harnessing the region's human capital.

## Main opportunities/challenges for this role:

### Opportunities

- EU4Youth is a large scale programme currently in its inception phase. It builds on the success of British Council's previous programming in Tunisia. As such, the potential for generating impact is significant.
- The MEL Manager will lead on all evidence and results management under the programme. The role promises professional autonomy and the chance to make a difference. At the same time, it provides opportunities for professional development by engaging with senior colleagues within and outside the British Council.

### Challenges

- The role requires working with a multi-agency consortium, which will require interpersonal skills in addition to demonstrating professional excellence.
- The programme focuses on areas of arts and culture, where documenting abstract high-level results can sometimes prove challenging.

## Main Accountabilities:

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- Lead and oversee the successful generation of evidence and learning under EU4Youth.
- Lead and oversee the successful implementation of the Programme's Monitoring, Evaluation & Learning (MEL) Strategy ensuring client, corporate and programme standards are fully met.
- Ensure entry of relevant MEL documents on OPSYS.
- Ensure that programme performance data is recorded, quality assured and shared with all relevant stakeholders.
- Coordinate with consortium members to ensure adequate data and evidence management under the programme.
- Address continuous capacity building needs.
- **Leadership, Team Management and Programme Delivery**
- Overall leadership for results and evidence management under the programme.
- Contributing to setting and overseeing strategic direction of *EU4Youth* as a member of the Programme's Senior Management Team.
- Team management, including of any consultant(s).

- Oversight of expenditure and budgeting for MEL.
- Leading on quarterly and annual reporting, and supporting work plan and budget development.

### Monitoring, Evaluation & Learning

- Lead and ensure capturing evidence and learning from programme delivery (i.e. implement the MEL strategy) to support wider culture policy advocacy & programming, stakeholder engagement and communication efforts of the programme.
- Ensure collection of high-quality data against the programme logical framework and British Council KPIs.
- Lead on the EDI approach, incl. performing as the team member 'focal point', developing indicators targeting vulnerable groups' inclusion, and producing a gender analysis.
- Lead and direct internal learning and reflection to ensure continuous improvement in programme quality, including through internal and external focus groups with EUNIC and the Tunisian sector;
- Provide Quality Assurance of all MEL outputs.
- Support annual reviews, mid-term and final evaluations as required.

### Key Relationships:

#### Internal

- Country Director Tunisia & EU4Youth SRO
- EU 4 Youth Team Leader
- Senior Programme Manager and other members of Senior Leadership Team
- Senior Regional Monitoring and Evaluation Adviser
- Other British Council key staff in MENA (Director Arts, Director Society, Senior Comms Adviser), EU Team (EU Affairs Manager MENA) and the UK (Head of Evaluation Arts, Programme Manager Culture & Development)

#### External

- Main partners: EU Delegation in Tunisia, Senior officials in relevant Tunisian Ministries and local institutions (municipalities)
- Stakeholders: culture, sport & civil society actors, Research, MEL & communication suppliers

Person Specification:	Assessment stage
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### Language requirements (DELETE IF NOT APPROPRIATE)

Essential	Desirable	Assessment Stage
<ul style="list-style-type: none"> <li>▪ English - fluent</li> <li>▪ French – fluent</li> <li>▪ Arabic - fluent</li> </ul>		Shortlisting

### Qualifications

Essential	Desirable	Assessment Stage
<ul style="list-style-type: none"> <li>▪ Post graduate qualification in the area of international development, social sciences, or other relevant area.</li> </ul>		Shortlisting

Role Specific Knowledge & Experience		
Essential	Desirable	Assessment Stage
<ul style="list-style-type: none"><li>▪ Significant work experience in monitoring, evaluation and learning in large, multi-stakeholder programmes.</li><li>▪ Proven ability to capture learning from programme delivery and knowledge management to support adaptive management.</li><li>▪ Demonstrated leadership and management skills in a complex multi-cultural setting.</li><li>▪ Experience in successfully establishing and managing collaborative relationships and partnerships with civil society, government and international development stakeholders.</li><li>▪ Very strong analytical and conceptual thinking, including the ability to dissect and interpret complex social issues.</li><li>▪ Excellent writing skills with the ability to communicate complex information in a clear and concise fashion.</li></ul>	<ul style="list-style-type: none"><li>▪ Experience of working in Tunisia and proven understanding of the culture or governance policy environment.</li><li>▪ Familiar with the use of theory of change in programme design and development.</li><li>▪ Proven track record of international publications and presentations in monitoring and evaluation.</li><li>▪ Familiarity with OPSYS.</li></ul>	Shortlisting and/or interview
Role Specific Skills		
Essential	Desirable	Assessment Stage
		Shortlisting and/or Interview
British Council Core Skills		Assessment Stage
<p><b>Planning and organizing (Level 3):</b> Develops annual plans. Able to develop and review the implementation of annual plans for a work group or function, taking account of business and customer requirements and reconciling competing demands.</p> <p><b>Analysing data and problems (Level 3):</b> Analyses patterns. Able to seek out and examine a range of information to identify patterns, trends and options, to solve multifaceted and complex problems.</p> <p><b>Communicating &amp; influencing (Level 3):</b> Uses influencing techniques. Able to employ formal and informal negotiating and motivation techniques to influence others’ behaviour and persuade them to think and act differently, while respecting difference of view and culture.</p> <p><b>Managing risk (Level 3):</b> Develops an MEL culture in the project. Has track record of analysing potential risks, promoting risk awareness, and holding others to account for their practices.</p>		Shortlisting and/or Interview
British Council Behaviours		Assessment Stage
Working together (Most demanding)		Interview
Making it happen (Most demanding)		

*Being accountable (Most demanding)*

*Shaping the future (More demanding)*

**Prepared by:**

Shehryar Janjua

**Date:**

**01/04/2022**