

# HOW TO BUILD A SUCCESSFUL MONITORING AND EVALUATION CAREER

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Meeting Venue: Webinar (via Zoom)

**June 13, 2020**



**Godfrey Senkaba**  
M&E Consultant  
Founder M&E BOOST  
Washington DC  
**Host**



**Victor Onama**  
Design, M&E Manager  
World Vision  
**Somalia**  
**Panelist**



**Irfan Ahmed**  
Country MEAL Manager  
INGO Secours Islamique France  
**Pakistan**  
**Panelist**



**Kobasia Rabolinyane Maseela**  
Design, M&E Manager  
World Vision  
**Lesotho**  
**Panelist**



**Jeremiah Will**  
M&E and Learning Officer  
Mary's Meals  
**Liberia**  
**Panelist**



**Ivan Nkono**  
Human Resource Consultant &  
Founder Human Resource  
Service Centre  
**Uganda**  
**Panelist**

# LEARNING OBJECTIVES:

At the end of this session, participants will:

- 1. Recognize** the settings in which m&e professionals work including the job types.
- 2. Understand** the do's and don'ts of leading a successful m&e career.
- 3. Feel confident** to join or advance their career in m&e.

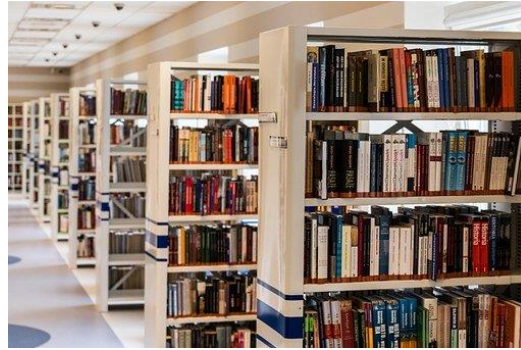






# SETTINGS IN WHICH M&E IS PERFORMED

- Non-Profit Organization
- Education setting
- Healthcare settings
- Government settings
- Corporate settings



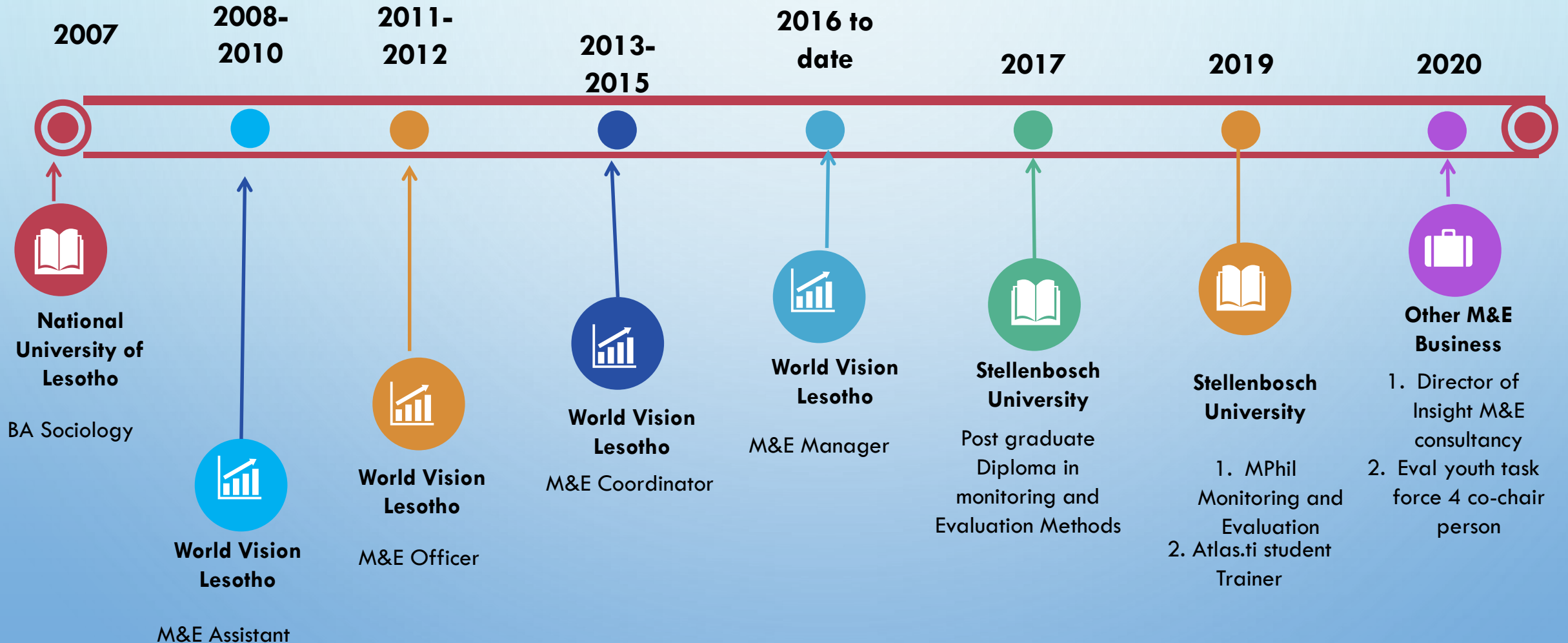
# M&E CAREER EXAMPLES AND TESTMONIES

## Panelists:

- **Kobasia Rabolinyane Maseela**, Design, Monitoring and Evaluation Manager, World Vision Lesotho
- **Irfan Ahmed**, Country MEAL Manager, INGO Secours Islamique France, Pakistan
- **Victor Onama**, Design, Monitoring and Evaluation Manager, World Vision Somalia
- **Jeremiah Will**, Monitoring, Evaluation, and Learning Officer, Mary's Meals, Liberia.
- **Ivan Nkono**, Human Resource Consultant & Founder Human Resource Service Centre, Uganda

# KOBASIA RABOLINYANE MASEELA

## CAREER JOURNEY IN M&E





# WHAT HAS WORKED FOR KOBASIA

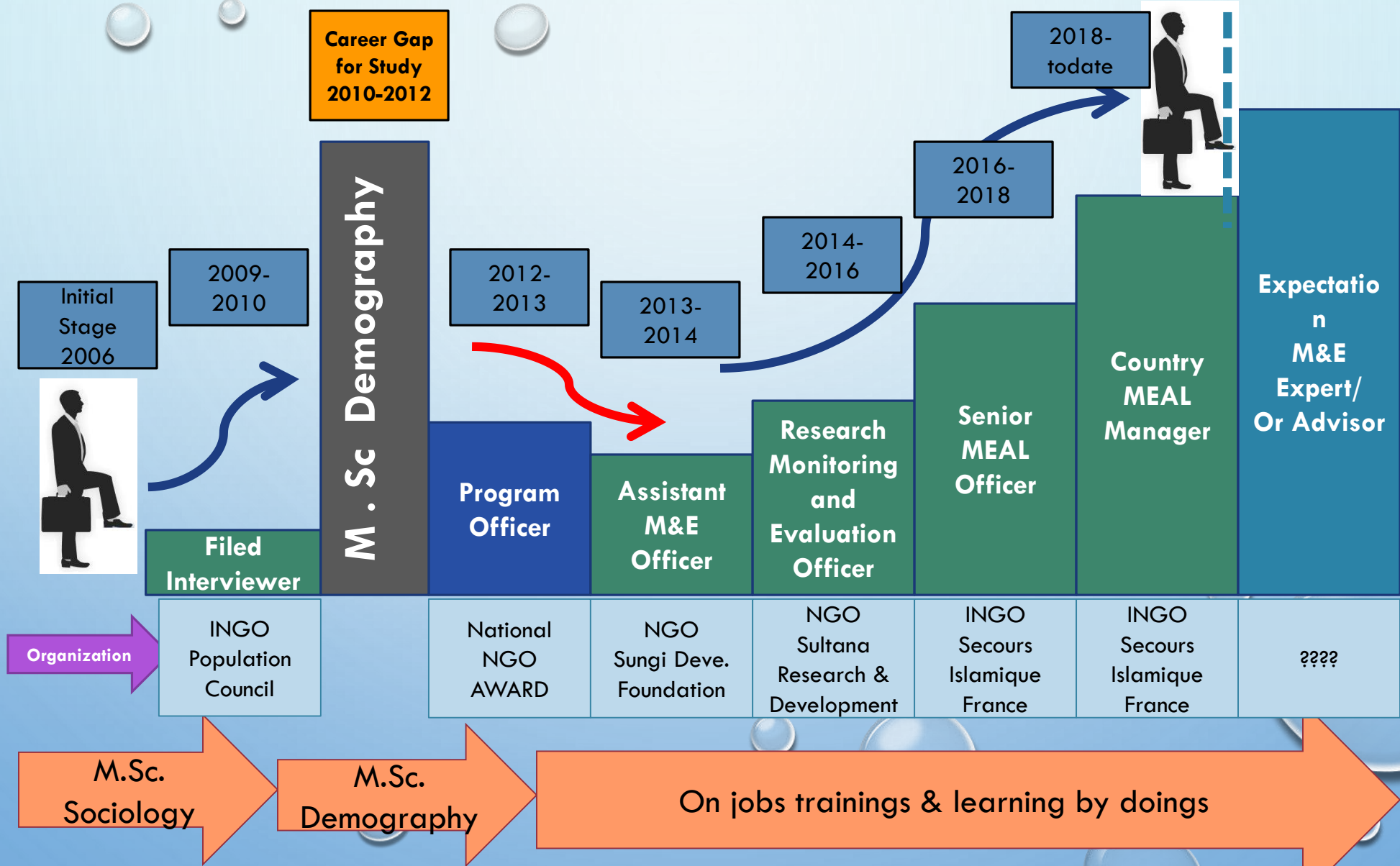


- **Expertise** in any field is helpful when practicing M&E (find your niche)
- **Web Pages** (Eval Partners, Better Evaluation, Scot G Chaplowe, OECD, Impact Management Project)
- **Blogs** (Eval Blog, AEA)
- **Social media** ( Michael scriven, Australian Evaluation Society, Canadian Evaluation Society)

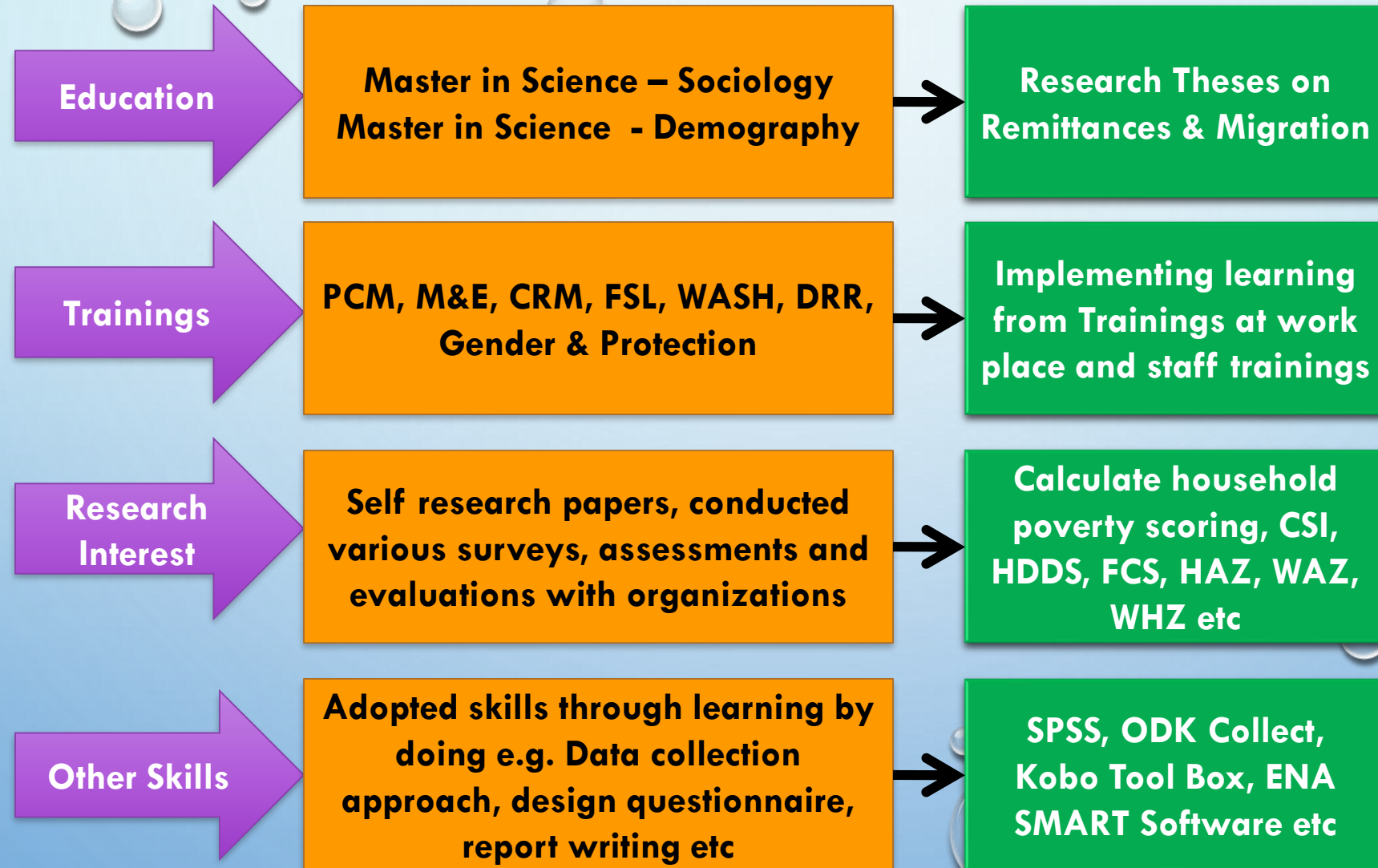
**WRITE 1-2 WORDS THAT SUMMARIZE WHAT  
KOBASIA CAREER JOURNEY**



# IRFAN'S M&E CAREER PATH



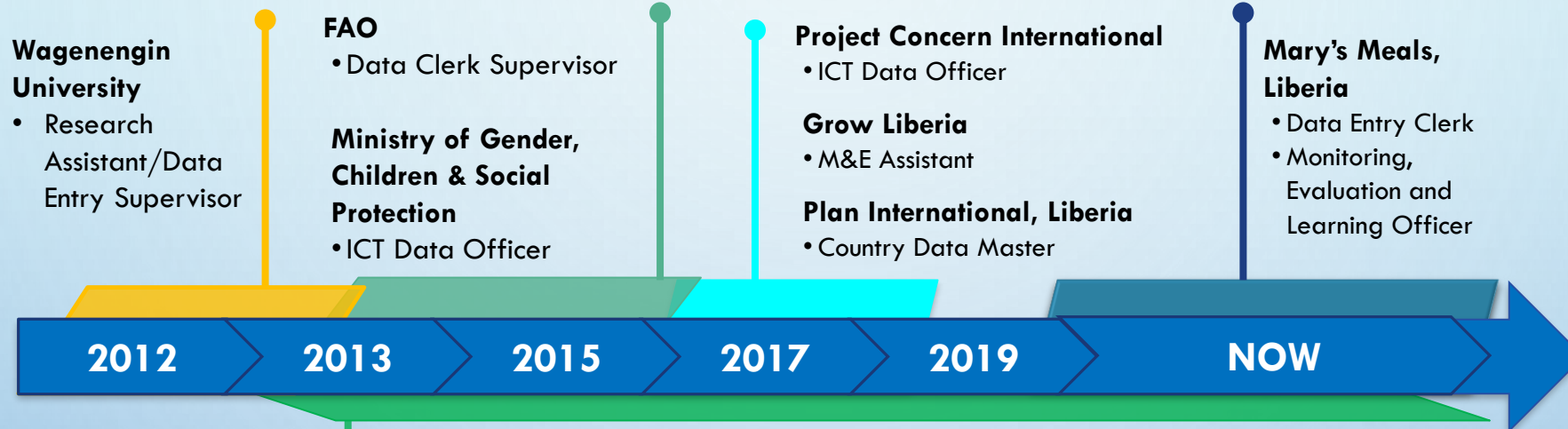
# IRFAN'S EDUCATION AND TRAINING INTERESTS VS M&E CAREER PROGRESSION



**WRITE 1-2 WORDS THAT SUMMARIZE WHAT IRFAN'S  
CAREER JOURNEY**



# JEREMIAH WERE'S MONITORING AND EVALUATION CAREER PATH



## Academic Background

### Steaz College of Technology

- **Certificate**, Microsoft Application Package, 2011
- **Diploma** in Information System, 2013

### Magna Skills Training Institute, South Africa

- **Certificate**, Monitoring and Evaluation, 2018

### Bluecrest University,

- BSc. Information System (On-going)

# JERE'S M&E CAREER DRIVE

## **SOCIAL LEARNING**

- Networking
- Coaching and Mentoring
- SWOT Analysis

## **FORMAL LEARNING**

- Learning in class
- Course training
- Research

## **LEARNING BY EXPERIENCE**

- Job market
- Course performance
- Career driven focus

**WRITE 1-2 WORDS THAT SUMMARIZE WHAT  
JEREMIAH CAREER JOURNEY**



# CAREER PROGRESSION-VICTOR ONAMA



- KCC-Intern
- Geo-MIK Urban Planner
- GIS concentration
- Remote sensing tools

**2006-2009**  
Makerere University  
Bachelor of Urban  
Planning

**2010-2012**  
GIS Consultant  
GIZ-FNSCMP

- GIS Certification (ArcGIS, MapInfo and QGIS)
- Land use and settlement planning.
- Remote sensing



- PGC M&E, PGD M&E and MSc-GIST
- M&E trainings (work based), Learning Labs
- Direct M&E support to projects-West Nile
- Professional affiliations (UEA), Geo-Info Mgt Group, International conferences
- Geo-Information Mgt Consultancies
- M&E Consultancies (baselines, evaluations)
- ICT4-MEAL and Horizon ToT

**2012-2016**  
MIS/GIS Specialist  
WV Uganda

**2016-Current**  
DME Specialist,  
DME Manager WV  
Somalia

- Diploma in Tech4 MEAL
- MA Humanitarian Aid
- MMS-M&E
- Conference-presentations on M&E, ICT4D, AAP

**Progressive skills development**

- Geo-Information Management (ArcGIS Desktop 1, 2, 3, ArcGIS Apps, ArcGIS Online, Operations Dashboard, MapInfo, QGIS, RS etc)
- Mobile data collection (ODK/Kobo platform, ONA, SMAP, CommCare, Magpi, Interactive Voice Response (IVR) system)
- Analysis softwares (SPSS, STATA, Advanced Excel, ENA for SMART, Atlas ti and R); PowerBI and Tableau for visualisation
- DHIS2 Certification (Design & Customization Academy, Tracker Academy and Data use Academy)

# KEY CHALLENGES AND LESSONS

## Challenges

- Work-life balance (going extra mile)
- Finances vs career growth
- Resource/information overload

## Key Lessons

- Remember to acquire the formal certifications
- Use current job to trigger career growth
- Volunteer and get attachments-Consultancies
- Identify a professional mentor who can guide you
- Develop professional affiliations
- Attend professional M&E talks and conferences
- Keep abreast with changing trends/technologies
- Consistency/self-drive.

**WRITE 1-2 WORDS THAT SUMMARIZE WHAT  
VICTOR'S CAREER JOURNEY**



# **NEW TO MONITORING AND EVALUATION! OR NEED TO CHANGE TO A SIMILAR OR ADVANCED ROLE**

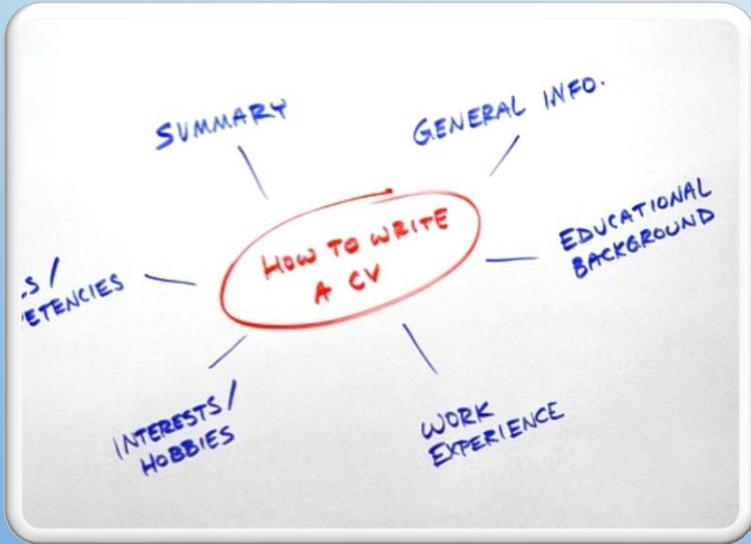


**What Human Resource Teams expect from potential candidates**



# YOUR CURRICULUM VITAE (CV)

- You need a winning CV that will market you for the M&E role.
- Build your cv to attract the attention of the recruiter:
  - ✓ Make a good impression (documenting your relative work experience and key achievements)
  - ✓ Avoid copying and pasting your Job Description – the human resource service centre can help with this



# HOW TO HAVE A CAREER IN MONITORING AND EVALUATION (M&E) WITH NO PRIOR EXPERIENCE



Use your actual job as a spring board by creating opportunities to gain M&E experience



Volunteer to assist experienced evaluators – e.g., entering data into long excel sheets or other statistical software



Join evaluation networks and associations:- good way to net work and learn of opportunities like jobs that may never be advertised



Let go the job titles held and focus on the skill sets acquired



Apply for the jobs available



# JOB SCREENING



- This can be done with or without talking to you.
- The screening is done to eliminate candidate with no experience and considering those with experience or with the required skill sets for the final short-list



# JOB INTERVIEW

- A job interview is all about the best fit. Job candidates interviewing for the same position will pose basic skills and qualifications.
- It is important to promote your unique m&e skills and talents that will provide distinct benefit for the position and organization.
- Go a little deeper than the basics and let the interviewer get to know you –



# THINGS TO NOTE

## INTERVIEW PROCESS



- Line managers tend to be experts in the role they are interviewing for and will ask questions of a technical and operational nature.
- HR on the other hand are more interested in the organization/ company's values and culture. HR looks at things like team chemistry and transferrable skills.

## FROM THE HR PERSPECTIVE CANDIDATES SHOULD BE ABLE TO DISPLAY THE FOLLOWING COMPETENCIES

- Trustworthy/ high levels of integrity
- Greater personality/ positive attitude: A positive person brings in winners' attitude
- Eager to change and evolve
- Showing how you have grown to take on more responsibilities



**FROM THE HR PERSPECTIVE CANDIDATES SHOULD BE ABLE TO DISPLAY  
THE FOLLOWING COMPETENCIES**

- Team building competencies
- Ambition
- Multi tasking skills
- Patience and endurance
- Company and industry knowledge
- Innovation/ problem solving





# CONCLUSION

- While...
  - The Line/Technical Manager wants to know **if you can do the job,**
  - Human Resource Team wants to know **what you are like.**



# How to Prepare for a Monitoring and Evaluation Job Interview: 12 Top Tips

By Godfrey Senkaba | October 26, 2019 2 Comments



Every day, many development professionals with interested in measurement of programmatic results desire to take up roles in monitoring and evaluation. The process of getting these positions is highly competitive and often a challenge to several people than it should.

Interviewing for an M&E Job can be easy when candidates prepare well. The following M&E Job interview preparation tips will help you gain an edge over other candidates.

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<https://mandeboost.com/7-factors-that-will-define-your-monitoring-and-evaluation-career-trajectory/>

## 7 Factors that Will Define Your Monitoring and Evaluation Career Trajectory

By Godfrey Senkaba | December 30, 2019

0 Comment



Today marks my 14<sup>th</sup> year in Monitoring and Evaluation (M&E). When I look back, I see a myriad of events and circumstances that influenced my career trajectory. Many of these informed the decisions I took, choices made, and paths taken, not transformed and assessed through M&E roles.

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## Questions & Discussion



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# THANK YOU



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