

Clear Horizon

Principal Consultant or Senior Consultant – Measurement, Evaluation and Learning (MEL) (Clear Horizon International group)

About Clear Horizon

Clear Horizon is a world-class evaluation and social impact measurement organisation that works domestically in Australia and internationally. For over 15 years we have been leaders in measurement, evaluation and learning (MEL), program evaluation, and social impact measurement. More recently we have incorporated digital and user-centred approaches into our ways of working. We increasingly work as developmental evaluators and leverage our strong roots in participatory and collaborative approaches. We aim to build capacity with our clients in all our work is enabled by our cutting-edge Academy.

Our mission is to power change makers to create a positive impact for people, place and planet. We are a women-led, for-purpose company and we make deliberate choices about who we work with to maintain our principles of social justice and environmental sustainability.

About the role

Clear Horizon is looking for a Principal Consultant or Senior Consultant to sit in the Clear Horizon International team. The role will support the development and delivery of a range of measurement and evaluation services to our clients, based on Clear Horizon's approach to measurement, evaluation and learning.

The Clear Horizon International team delivers Clear Horizon's core services to international development organisation and agencies. We are the largest provider of design, measurement, and evaluation services to DFAT. We have a large portfolio of long-term projects in Southeast Asia and the Pacific, with an increasing focus on diversity, equity, and inclusion, and digital transformation. Most of these projects are in early stages of design or implementation. We also deliver a wide range of short-term evaluations, designs, and capacity building services. In addition to DFAT, our clients include MFAT, FCDO, managing contractors, multilateral agencies, development banks, and a range of non-government organisations. Finally, we have established partnerships and associates around the region including with think tanks, research institutions, complementary advisor groups, local MEL providers and more.

For both the Senior and Principal roles you will be part of a team responsible for designing and implementing MEL systems for approximately two long-term DFAT programs. You will also work on other short-term design, MEL, evaluation, or capacity building projects with a range of clients. The Principal Consultant will be responsible for winning and leading a range of our services to clients, as well as contributing to the development of Clear Horizon's technical approaches.

See below role summaries for further details. Both positions are Australia-based.

About You

You will have significant experience in MEL, preferably within international development or a related field. You will preferably have a post graduate qualification in MEL, evaluation, social research, design or equivalent. You will also have experience in a consultancy role, including a demonstrated ability to write successful proposals and excellent reports. Ideally, you will be familiar with a range of digital MEL tools, such as MS Power Bi.

For the Principal Consultant role, you will have at least ten years of relevant experience. For the Senior Consultant role, you will have at least five years of relevant experience.

Applying

To apply send an application letter along with your CV to careers@clearhorizon.com.au.

Please nominate whether you would like to be considered for a Principal and/or Senior Consultant level position.

Any questions related to the position need to be emailed to careers@clearhorizon.com.au

Clear Horizon is a dynamic organisation with a family-friendly workplace that values work-life balance. Committed to conserving Australia's biodiversity and strengthening our local community we acknowledge the rights of Indigenous people within Australia and overseas, and work proactively for social justice and environmental sustainability.

Senior Consultant Summary

Key Responsibilities

Project Delivery

Manage small projects including evaluations, co-design processes, design methodologies and facilitate collaborative processes, building stakeholder relationships to ensure projects are delivered to a high standard and deliver on client expectations.

Project Management

Manage end to end delivery of medium sized projects (e.g. \$50K - \$100K value) from managing the proposal submission, delivering against milestones and tracking the project budget so that key deliverables are met and project is delivered within scope.

Business Development

Participate in business development activities including building relationships with clients, developing proposals and identifying further business opportunities to build a profitable and sustainable business.

Client Relationship Management

Build and maintain strong client relationships through the ongoing delivery of projects and act as the key client contact on medium sized projects, building an understanding of client needs and delivering outcomes that meet or exceed their requirements.

Expertise Development

Build relevant knowledge and expertise in sector through attending events, reading and engaging with colleagues, to develop greater understanding of clients and their environment and stay up to date with the sector.

Knowledge Building

Contribute to the codification of Clear Horizon's unique approach to measurement, evaluation and learning, including input into practice notes, training material, and communities of practice in these approaches to ensure ongoing development of knowledge and material.

Qualifications

Undergraduate qualifications in an area related to Clear Horizon services

Post-graduate qualification in evaluation or relevant research subject

Experience

At least 5 years' experience working as a MEL specialist or similar role, preferably in international development sector.

At least 2 years' experience working in a consultancy role, including a demonstrated ability to write successful proposals and excellent reports

Understanding of and experience in:

- program logic/theory of change processes, design and delivery of evaluations involving both qualitative and quantitative data, development and implementation of measurement, evaluation and learning (MEL) systems
- demonstrated experience in collaborative stakeholder engagement processes, and comfort in facilitating workshops face-to-face and online
- demonstrated project management skills, the ability to work both autonomously, as part of a team, prioritize workload, and work to timelines.

Principal Consultant Summary

Key Responsibilities

Project Delivery

Manage and lead complex projects including evaluations, co-design processes, design methodologies and facilitate collaborative processes, providing direction to Senior Consultants and Consultants and managing stakeholder relationships to ensure projects are delivered to a high standard and deliver on client expectations.

Business Development

Participate and drive business development activities including building relationships with clients, developing proposals and seeking opportunities for partnerships to build a profitable and sustainable business.

Client Relationship Management

Develop and maintain ongoing client relationships, including managing complex stakeholder engagements, in order to meet the needs of the client and impact positively on their business.

Expertise Development

Build and develop knowledge and expertise in sector through attending events, networking with clients and reading relevant information to stay abreast of the sector and ensure Clear Horizon is at the leading edge of innovation.

Financial Management

Contribute to the profitability of projects through setting targets and accurate pricing of projects to ensure the business group maintains its profit margin.

People Management

Manage, motivate and develop a team of consultants in order to build capability and create a positive culture so the team can deliver results in a collaborative manner.

Project Management

Manage end to end delivery of large, complex projects (e.g. \$100K value) from overseeing the proposal submission and managing milestones so that key deliverables are met and project is delivered within scope.

Knowledge building

Develop and codify Clear Horizon's unique approach to measurement, evaluation and learning through developing material and reviewing material developed by Clear Horizon to ensure the company continues to evolve and develop in its field.

Qualifications

Undergraduate qualifications in an area related to Clear Horizon services

Post-graduate qualification in evaluation or relevant research subject

Experience

At least 5 years working as a MEL specialist or similar role and at least 10 years working in the international development sector.

In-depth understanding of and extensive experience in:

- program logic/theory of change processes, design and delivery of evaluations involving both qualitative and quantitative data, development and implementation of measurement, evaluation and learning (MEL) systems
- demonstrated experience in collaborative stakeholder engagement processes, and comfort in facilitating workshops face-to-face and online.
- demonstrated project management skills, the ability to work both autonomously or as the leader of a small project team, prioritize workloads, and ensure project teams adhere to timelines.