

Sarah Leslie, Senior Consultant

Overview of expertise

Sarah is a development and evaluation professional who has provided design, monitoring and evaluation (M&E) support to a range of clients, including the Australian Department of Foreign Affairs and Trade (DFAT), an international NGO and other Australian Government departments. She has nine years of experience in international development and is familiar with a range of quantitative and qualitative data collection and analysis methods. This experience and her Masters of Evaluation have allowed Sarah to build evaluation knowledge that can be applied effectively to evaluate programs while maximising the value and use of the findings. Sarah has a strong understanding of systems-level M&E and evaluation capacity building as part of a broader organisational knowledge management system. She is particularly experienced in translating technical monitoring and evaluation concepts into meaningful advice for program managers.

Qualifications and training

2014	Master of Evaluation (The University of Melbourne)
2006	Bachelor of Arts – Hons (The University of Melbourne)

Project experience

International Aid Programming

Sarah has experience in international development program management, including:

- Senior Program Manager, Social Protection, DFAT Indonesia, 2015
- Senior Program Manager Education team, DFAT Indonesia, 2012-2015

Monitoring, Evaluations and Learning Systems

Sarah has led and supported various M&E systems including:

- Provided on demand monitoring and evaluation support as an M&E Advisor at the Fred Hollows Foundation across the Foundation's 25 programs including advising on M&E plan development, data collection tools, program design, and evaluation commissioning and management.
- Facilitated a workshop to develop a theory of change for the Foundation's work around Diabetic Retinopathy, Fred Hollows Foundation.
- Delivered training on M&E basic theory and implementation throughout the project cycle to senior program managers. Wrote guidance on developing M&E plans as part of the design of new projects. Contributed to developing the Foundation's evaluation guidance, including quality standards and templates. Fred Hollows Foundation.
- Developed the Foundation's guidance on M&E of advocacy projects and supported the partnerships management team to develop a monitoring system for collecting data and reporting on KPIs. Fred Hollows Foundation.

- Led peer reviews of the country Annual Results Reports and coded the reports in NVivo to support analysis and synthesis of the findings. Used results to co-write the Foundation's first Annual Effectiveness Report. Fred Hollows Foundation.
- Provided M&E support to the Timor-Leste aid program, supporting the design of an overarching performance contractor and the development of performance frameworks. Senior Policy Officer, DFAT-Canberra.
- Provided critical program performance information through writing three annual 'Quality at Implementation' internal performance reports on the effectiveness of the education program, which were noted to be of high quality. Won an award for her work as part of a team peer reviewing these reports across the Indonesia program. Senior Program Manager, DFAT Jakarta.
- Provided Monitoring and Evaluation support to other DFAT staff and participated in ongoing professional development as a Monitoring and Evaluation Focal Point, AusAID/DFAT, Canberra and Jakarta
- Managed the 2010 Philippines Annual Program Performance Report drafting process, and developed ongoing performance and quality processes and supporting evaluations, AusAID, Canberra.

Evaluations, Reviews and Strategies

- Helped design and conduct an evaluation of a gender and health education program in Cambodia, including conducting interviews and focus group discussions, analysing and interpreting the data and writing the evaluation report, Fred Hollows Foundation, Australia.
- Wrote a strategy for building an evaluation culture informed by a literature review on developing evaluation capacity. Developed the workplan for its implementation, including a baseline survey of evaluation capability across the organisation. This was part of a broader program of work supporting the Department to become a learning organisation and facilitate better evaluation of its programs. Senior Evaluation Officer, Department of Education and Training, Victoria, Australia.
- Rewrote the Department's evaluation policy, reflecting the new evaluation culture strategy and re-wrote the evaluation guidance to support staff to contract and manage evaluations. Senior Evaluation Officer, Department of Education and Training, Victoria, Australia.
- Scoped a meta-analysis of the Department's Evaluation Reports to identify common themes and findings and managed the procurement of a supplier to conduct the meta-analysis. Senior Evaluation Officer, Department of Education and Training, Victoria, Australia.
- Co-wrote the evaluation evidence framework for a youth employment program, mapping existing Departmental data collection tools to the key evaluation questions and mapping out data collection processes to fill information gaps. Senior Research and Evaluation Officer, Department of Employment.
- Supported a qualitative data management working group responsible for developing a whole of Department qualitative data set, including developing and testing frameworks and protocols for coding interview data in NVivo. Senior Research and Evaluation Officer, Department of Employment, Canberra, Australia.
- Managed the independent evaluation of a \$70 million health program under the Papua New Guinea Program Quality and Review Section. Participated in a 17-day evaluation mission to Port Moresby, facilitating discussions with the evaluation team and managing contractors. AusAID, Canberra.

- Researched and authored a Baseline Income Generation Report which was used to report on program achievements to donors. Developed and implemented a survey to track critical indicators of poverty and trained local staff on survey implementation. Further, supported a local NGO to conduct research and manage programs at a field office and from their central office. Australian Youth Ambassador for Development, Mlup Baitong, Cambodia

Positions held

2017 – 2019	Monitoring and Evaluation Advisor, The Fred Hollows Foundation
2016 – 2017	Senior Evaluation Officer, Department of Education and Training
2016	Senior Research and Evaluation Officer, Department of Employment
2015 – 2016	Senior Policy Officer, DFAT, Canberra
2012 –2015	Senior Program Manager, Australian Embassy, Indonesia
2011	Policy Officer, Philippines Team, AusAID
2009 –2010	Graduate Trainee, AusAID
2007	Australian Youth Ambassador for Development, Cambodia

Memberships

Australasian Evaluation Society member