

Senior Consultant - Evaluation and Learning (Sustainable Futures)

Summary of Job Profile

Clear Horizon is a world class design, measurement and evaluation firm that works in Australia and internationally. For over 20 years we have been leaders in facilitating program evaluation, developing measurement, evaluation and learning (MEL) frameworks, and undertaking research, evaluation, co-design and strategy development. We are recognised as cutting-edge and innovative practitioners. We are a values-based company and make deliberate choices about who we work with to maintain our principles of social justice and environmental sustainability.

The Sustainable Futures team delivers Clear Horizon's core services in the environment, natural resource management and agriculture/primary industry sectors. The team works with a wide range of government (state, Federal and local levels) and non-government organisations, on their strategies and programs in these sectors, including for disaster risk reduction, community and city resilience, renewable energy, climate change, reef health, agriculture, horticulture and more.

The Senior Consultant will sit in the Sustainable Futures team, supporting the development and delivery of a range of measurement and evaluation services to our clients, based on Clear Horizon's approach to integrated design, evaluation and engagement. This includes working with clients, in project teams and/or autonomously, to develop and implement MEL frameworks and evaluations, provide customised in-house capability building in program logic and designing MEL frameworks, and/or lead participatory design processes for change.

The Senior Consultant contributes to Clear Horizon's effective and fit-for-purpose project management, relationship management and key stakeholder engagement.

The key responsibilities for this role include:

- Lead complex participatory evaluations: design methodology using mixed methods; undertake/oversee qualitative and quantitative data collection and analysis; write substantial evaluation reports.
- Lead the design of measurement, evaluation and learning (MEL) plans/frameworks and participatory design processes for client programs and strategies.
- Facilitate project-related workshops with clients and stakeholders to develop MEL plans, clarify program designs and plan evaluations.
- Win work to support the achievement of company annual revenue targets, including writing and overseeing proposal development, liaising with clients, and building new/maintaining existing client relationships.
- Effectively manage project teams including effectively communicating project expectations to team members in a timely and clear fashion and building the capability of team members to plan and deliver MEL services.
- Support the company to codify and communicate MEL approaches including developing blogs and practice notes.
- Comply with OHS legislation and Clear Horizon systems and policies.

- Drive or support organisation-wide initiatives that contribute to long-term operational excellence.

Selection criteria

Essential - General

- Qualifications in an area related to the Sustainable Futures team's sectors, preferably in the environmental sciences or related.
- A post-graduate qualification, or significant experience in, evaluation, social impact measurement or equivalent.
- Demonstrated ability to write successful proposals, i.e. understand and respond to client requirements.
- Experienced in consulting roles
- Strong written communication and report writing skills
- Excellent verbal communication and interpersonal skills
- Learning-oriented
- Excellent Microsoft Office skills
- Flexibility to travel on a regular basis.

Essential - Professional/Technical experience

- At least 5 years' experience in providing MEL services, including:
 - collaborative design of MEL frameworks
 - design and delivery of complex evaluations
 - facilitation of participatory program logic/ theory of change processes
- Significant cross-sectoral experience, and in working with Australian state and/or federal government and non-government organisations.
- Knowledge of and experience in collaborative stakeholder engagement processes and demonstrated experience and comfort in facilitating group workshops.
- Demonstrated expertise in mixed-method research/evaluation approaches.
- Demonstrated project management skills, the ability to work both autonomously and as part of a team, prioritise workload and work to timelines.

Desirable:

- Ideally familiar with systems-change and place-based approaches such as collective impact.
- Ideally familiar with design-thinking, with co-design processes and digital tools such as PowerBi dashboards.

Clear Horizon Values and Behaviours

- Our people are high performing, diverse, talented, supportive and inclusive.
- Ensure open lines of communication are maintained with all Clear Horizon colleagues
- Respect for our vision, mission and values
- Highest ethical standards and personal integrity
- Respect for confidentiality
- Strong work ethic
- Commitment to team-work and self, and the development of strong relationships with work colleagues
- Responsive to people's needs
- Good presentation skills
- Versatile with a 'can-do' attitude whilst performing multiple roles at the same time

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.