

Jobbnorge ID: 263264

Deadline: 6/25/2024

Website: <https://www.norec.no/>

Scope: Fulltime

Duration: Permanent

Background

The Government of Norway has decided that the evaluation of Norwegian aid will be transferred from Norad to Norec as of January 2025. The purpose of the evaluation function is to ensure Norwegian development cooperation is based on knowledge and accountability.

We are now seeking several advisers and senior advisers for Norec's new Evaluation Department. Do you have experience in evaluation and a desire to strengthen evidence-based learning, performance and overall accountability of development aid in the future? If so, we would like to hear from you.

Want to be part of shifting the needle in Norwegian development aid? Join our new evaluation team

Advisers and senior advisers - Evaluation

About the Evaluation Department

The Evaluation Department is established as an independent function within the organization and reports directly to the Ministry of Foreign Affairs. The department plans and implements independent evaluations of Norwegian development aid cooperation. The evaluations are regulated by a specific instruction for Norwegian evaluations issued jointly by the Ministry of Foreign Affairs and the Ministry of Climate and Environment. The OECD Development Assistance Committee evaluation criteria and Norwegian government regulations for financial management provide the framework for the evaluation function.

The evaluations focus on, among other things, humanitarian aid, peacebuilding, human rights and work in fragile states as well as long-term development cooperation.

The total development assistance from Norway in 2023 reached 58.6bn NOK. This constitutes 1.09 percent of the gross national income (GNI). The aid effort is concentrated on uniting climate and development policies, prioritising renewable energy, combating hunger and promoting food security, counteracting inequality, strengthening women's right to decide over their own bodies, providing humanitarian emergency assistance, and fighting infectious diseases.

In February 2023, the government proposed a long-term aid package for Ukraine. The Nansen Programme for Ukraine is a Norwegian civil and military support programme amounting to 75 billion NOK for the period 2023-2027. The civil and humanitarian support is managed by Norad and will be an important part of the evaluation programme during this period.

See [Evaluation](#) for more information on how the evaluation programmes have been carried out in previous years.

Main roles and responsibilities

The adviser/senior adviser will report directly to the Director of the Evaluation Department and work together with overall departmental team of nine staff.

- Contribute to the development of Evaluation Programmes and corresponding annual plans for the Department;
- Project management evaluations and studies. This includes, but is not limited to, the development of mandates and terms of reference, tender announcements, follow-up with external consultants and stakeholders, quality assurance of evaluation reports, and dissemination of findings.
- Conduct and contribute to in-house reviews and evaluations in line with the Evaluation Programme. This includes, but is not limited to, the development of mandates and terms of reference, data collection and analysis, report writing and dissemination of findings.
- Provide evaluation-related advice to departments in the Ministry of Foreign Affairs, the Ministry of Climate and Environment, Norad, Norec and Embassies.
- Establish and maintain participation in, and contribution to, global knowledge sharing platforms and evaluation networks.
- Perform other duties as may be assigned.
- Some travel is required.

Required qualifications and experience

Education

- Master's degree in Social or Political Sciences, Economics, International Development/Relations or a related field from an accredited academic institution.

- Candidates who hold a bachelors' degree combined with extensive experience may also be considered depending on the documented relevance of the work experience.

Experience

- Proven experience from the planning and design, implementation and use of evaluation and learning in development aid.
- Solid knowledge of social science/research and evaluation methods, quantitative and qualitative methods. Knowledge of AI, big data, foresight and innovation methods is an asset.
- Knowledge of accountability to affected populations, culturally/gender responsive evaluation frameworks is an asset.
- Experience from international development and humanitarian work, preferably from the UN/multilateral organisations.
- Competence in project management and preferably with procurement processes.
- Excellent oral and written communication skills in English. For candidates who do not have good proficiency in Norwegian, we expect competence in Norwegian equivalent to B2 within two years after starting the position.

Applicants for the positions as advisors must document minimum two years of relevant work experience. Extensive relevant experience is required for senior advisors.

Both the CV and the application must be submitted in English for these positions.

Personal competences

We aim to establish a team with diversity in cultural and geographical perspectives. We are looking for candidates who are genuinely invested in evaluation and learning, and will strive to share their knowledge with the rest of the team. You are accountable, results-oriented, and able to take responsibility and initiative. The role involves a significant amount of independent work, so abilities to prioritize well and strong implementation skills are necessary. To succeed in this role, you must enjoy working in a team, be collaborative, and sociable.

Norec is a values-based workplace, and we place a strong emphasis on personal integrity and the ability to show respect for others.

Norec will provide

- a good work environment with positive and ambitious colleagues
- an employer that emphasises development and possibilities for strengthening your competencies
- excellent welfare schemes and flexible working hours
- the flexibility of working from home up to maximum two days per week
- the possibility of physical exercise during work hours
- the opportunity to apply for a mortgage through the Norwegian public service pension fund (Statens pensjonskasse)

The position is remunerated according to the Norwegian government's salary regulations as adviser/senior adviser code 1434/1364, from NOK 548,600 to NOK 720,100 (salary grade 56-72). The salary placement will depend on education and experience, and for exceptionally well-qualified applicants, a higher salary may be considered.

We offer good pension and insurance schemes through Statens pensjonskasse. A 2% deduction will be made from the salary for these schemes.

Important to know when applying

- Diversity is a strength that enables us to solve our tasks even better. Therefore, Norec seeks employees with diverse skills, educational backgrounds, life experiences, and perspectives.
- If you have a disability, gaps in your CV, or an immigrant background, we encourage you to indicate this in the job application portal. If there are qualified applicants, we will invite at least one person from each group for an interview. The information provided in the job application portal will only be used to select suitable candidates based on these criteria and for anonymised statistics.
- You may request to be exempted from the public applicant list. If so, you must provide a reason. We will contact you if your request is not granted.

Additional information

Contact persons:

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Place of service:

Fjellvegen 9 6800 Førde (Sunnfjord Municipality)