

**AFRICAN DEVELOPMENT BANK
VACANCY NOTICE No. ADB/06/016**

Position Title: DIRECTOR	Grade: EL-5	Position N°:	Closing Date: 31st August 2006
Department: OPERATION EVALUATIONS DEPARTMENT (OPEV)		Title of supervisor: The Board of Directors	

Objectives:

- The objectives of the Operations Evaluation Department of the Bank (OPEV) are to (i) provide competent and independent assessment of the relevance, effectiveness and efficiency of the Bank's operational programmes and activities, (ii) evaluate completed projects/programs and assess their impact on the development of regional countries; (iii) develop recommendations geared to improving Bank Group operations, including improvements to the Bank Group evaluation system; (iv) draw, distil and disseminate lessons of experience from Bank Group operations and other sources, and provide technical and methodological guidance in evaluation; (v) work with and assist regional member countries to support and enhance Bank Group operations, and assist member countries to develop their own evaluation systems; (vi) undertake special studies aimed at improving the quality and effectiveness of the Bank Group; (vii) collaborate with international development agencies concerned with economic and social development.

The Job

Reporting directly to the Board of Directors, the Director, OPEV, shall perform the following duties and responsibilities:

- Determine the department's work objectives, programming and assign work to staff
- Prepare and propose the departmental budget to Committee of the Board on Development Effectiveness (CODE) of the Board
- Establish staffing needs, assess work performance, appraise staff potential and determine training and development needs
- Monitor the Department's work programme and ensure its attainment
- Provide leadership in undertaking independent evaluation of completed projects and selected on-going projects to study achievements, difficulties and draw on lessons for future operations
- Undertake reviews of Bank assistance to regional member countries to determine efficacy, impact and draw lessons for future assistance strategies
- Provide leadership in producing process and sector policy reviews as well as carrying out of impact evaluation studies
- Oversee the analysis, design and updating of the post-evaluation system and methodology
- Formulate and update criteria for selecting completed projects for independent evaluation
- Provide leadership in disseminating evaluation results within the Bank to and to member countries
- Analyse and assisting in the review of operational procedures and policies
- Monitor, compare and exchange evaluation results and methodologies particularly in context of DAC Expert Group and the Evaluation Coordination Group of the Multilateral Development Banks
- Ensure the execution of the CODE work programme by timely production of the various evaluation reports.

The Director of OPEV is appointed by the President for a term of five years renewable once and is not eligible for reappointment to the staff of the Bank upon the expiry or early termination of his or her contract.

Selection Criteria: (including desirable skills, knowledge and experience)

- A minimum of a Master's degree or higher that demonstrates multidisciplinary education or related discipline.
- Preferably a minimum of 10 years of highly relevant experience, 5 of which should be at a managerial level. A solid knowledge and good grasp of socio-economic and development issues in Africa.
- Strategic mindset; strong capacity to analyse actions from the perspectives of stakeholders and translate strategic thinking into compelling plan of action;
- Demonstrated ability to take prudent business risks and make effective, timely and well-determined decisions;
- Evidence of ability to build and lead motivated and committed teams across functional boundaries, and utilize talent and expertise of team members in a productive way;
- Demonstrated ability to present and win support for ideas; a good listener; and cultural sensitivity, commitment to diversity and capacity to initiate and manage innovations or change;
- Ability to build partnership with a broad range of clients and deliver results that meet the needs and long-term interests of clients within and outside the institution;
- Competence in the use of Bank standard software (Word, Excel, Access, and PowerPoint);
- Excellent written and verbal communications in English or French with a working knowledge of the other.

Submitted by:

Joel ELEGBE, Division Manager, CHRM.1

Date:

Approved par:

Guy TERRACOL, Director, CHRM

Date:

Only applicants who fully meet the Bank's requirements and are being considered for interview will be contacted. Applicants will only be considered if they submit a fully completed Personal History Form (PHF) available from the Bank's web site and attach a comprehensive Curriculum Vitae (CV) showing date of birth and nationality and preferably submitted electronically to: recruit.dir@afdb.org. African Development Bank is an equal opportunities employer and **female candidates are strongly encouraged to apply. <http://www.afdb.org>**