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PROFESSIONAL SUMMARY

Experienced Monitoring, Evaluation and Learning (MEL) Professional with demonstrated experience in the nonprofit organization management industry. Skilled in developing organizational MEL system, conducting surveys and assessments, analytical skills and implementation of effective MEL systems that contributed to the achievement of the intended results. Pivotal contributor to the MEL team providing inputs in MEL Plans revision and database management. Innovative problem solver, skilled to work independently under pressure/ tight deadlines and handle multiple tasks at once, strong communicator, recognized consensus - builder among diverse groups and effective team player. I have skills in the following areas:

- . MEL System Design and Implementation, Survey Design and Implementation
- . Indicator Development,
- . Quantitative and Qualitative Data Collection Tool development
- . Baseline and Target Establishment
- . Collaborating, Learning & Adapting (Use of M&E findings)
- . M&E Capacity Development
- . Lead Surveys and conduct assessments
- . Facilitation of Midterm and End-line Evaluations
- . Routine Monitoring and Supportive Supervision
- . Manage, analyze and visualize performance data
- . Data Quality Assurance
- . Reporting Systems
- . Project cycle Management
- . Project Performance Review Meetings
- . MS offices & SPSS
- . Mobile data collection (ODK collect)
- . Gender, Youth and nutrition integration
- . 2nd grade driver's license
- . Amharic, English, Afan Oromo

PROFESSIONAL EXPERIENCE

Monitoring, Evaluation and Learning Manager, February 2018 to present

Project: Feed the Future Value Chain Activity - financed by the USAID

Contractor/ Implementer: Fintrac Inc.

KEY ACCOMPLISHMENTS

Feed the Future strengthened inclusive and sustainable economic growth by improving the production and sale of agricultural products prioritizing six value chains (Chickpea, Coffee, Maize, Dairy, Meat and Live Animals & Poultry) integrating gender, youth and nutrition. My role in this process includes:

- Co-reviewed and updated the existing Activity Monitoring, Evaluation and Learning (MEL Plan) with the MEL team
- Over sought and provided supportive supervision on the Annual Performance Monitoring surveys for about 1400 households which was conducted by outsourced consulting firm
- Managed focused M&E studies/ spot surveys for learnings and evidence based decisions
- Maintained indicator data quality standards (validity, Integrity, precision, reliability and timely) during collection, entry in project database, security, analysis and reporting
- Established protocols for data collection, quality, and reporting to capture routine/ process and output level data
- Managed a web based project database, Produced and shared performance updates via data visualization.
- Facilitated external Mid Term and End Line Evaluations
- Coordinated and led preparation of annual work plans and periodic progress reports to Agricultural Growth Program (AGP)
- Promoted Collaborating, Learning and Adapting (CLA) throughout monitoring, evaluation and feedback process
 - Conducted regular monitoring of performances, and provided feedback to management and stakeholders
 - Coordinated and led periodic performance review meetings with Agricultural Growth Program (AGP) and other key stakeholders
 - Worked on identification and documentation of cases studies, success and failure stories for learning, scaling up and proposal development.
- Provided supportive supervision to the sub-contractors, grantees and agribusiness clients to maintain consistent performance monitoring system and proper documentation of expected outputs/ results.
- Co - worked with the communications team to develop materials (fliers, infographics, brochures) for outreach

- Build the capacity of technical team and staff of partners in data collection, entry, and quality assurance activities
- Led and supervised M&E specialist and data management specialists

Monitoring & Evaluation Expert, March 2015 to January 2018

Project: Small Scale and Micro Irrigation Project – finance by the Government of the Netherlands and the Government of Canada

Contractor/ Implementer: Agri-team Canada Consulting Ltd

KEY ACCOMPLISHMENTS

SMALL-SCALE AND MICRO IRRIGATION SUPPORT PROJECT was developed to support the Ministry of Agriculture and regional partners in their efforts to achieve equitable and sustainable development of small-scale irrigation and micro irrigation schemes, in an integrated manner that enhances irrigated agricultural productivity and food security for smallholder farmers. My key roles include:

- Led and facilitated set up of Result Based M&E system that includes Logic model, indicators, performance measurement framework, data collection tools; design and implement baseline surveys, data collection and analysis, baseline establishment and target setting
- Prepared, organized and facilitated training to the staff of partner institutions on core elements of the M&E system.
- Facilitated and led design and execution of baseline surveys using quantitative and qualitative methods.
- Conducted performance and outcome monitoring to track program results at output and outcome levels as set in the Performance Measurement Framework
- Provided technical input to design management information system (MIS) and manage the MIS.
- Facilitated External Midterm Evaluation
- Coordinated and led preparation of annual work plans and periodic progress reports to AGP

**Team Leader, New Projects Planning and Evaluation, August to February 2015
Ethiopian Sugar Corporation**

KEY ACCOMPLISHMENTS

- In collaboration with the project team, coordinated project activity plans, budgets and progress reports.
- Build the capacity of project staff in planning and reporting,
- Organized quarterly, bi-annual and annual review meetings to assess project progresses and provide feedback. Consolidate and disseminate the feedbacks and recommendations for informed decisions

Expert, Multilateral Economic Cooperation

Ministry Economic Development & Cooperation (MEDaC), August 1998 - May 2006

KEY ACCOMPLISHMENTS

I was in charge of development cooperation with the African Development Bank (AfDB) that provides Ethiopia with soft loans, grants, capital investments, and technical assistance. My duties included:

- Managed portfolio of programs, projects and studies from beneficiary sector ministries including agriculture, water, education, health, public utilities, infrastructures, etc.
- Reviewed and appraised project proposals from the ministries to incorporate in the Country Strategy Papers of the African Development Bank (AfDB)
- Facilitated review meetings for project/ program implementing agencies and the missions from the AfDB, draw lessons and use the findings to ensure smooth implementation.
- Reviewed periodic progress and audit reports, disbursements and procurement activities of the implementing agencies/ beneficiary ministries to ensure timeliness and adherence to the rules of procedures of the development partner, AfDB.
- Provided training on disbursement & procurement rules of procedures to the project implementing agencies from Federal and Regional levels.
- Communicated with project implementing agencies about project related issues and timely respond to their enquiries.
- Participated in conducting research and analytical work on the sectoral distribution and impact of the external loans & grants flowed into the country.
- Prepared project profiles, maintain an up to date database on the size, source and use of external resources.

EDUCATIONAL BACKGROUND

- **Masters of Science**, *Development and Project Planning*, with Merit, 2004, University of Bradford, West Yorkshire, England, UK
- **Bachelor of Arts**, *Economics*, Addis Ababa University, Addis Ababa, Ethiopia

TRAINING, CERTIFICATIONS AND WORKSHOPS

- Course on **MEAL DPro: Monitoring, Evaluation, Accountability and Learning for Development Professionals**, May 2021, Humanitarian Leadership Academy, online.
- Training on **Monitoring, Evaluation and Learning, Collaboration, Learning and Adapting, Knowledge Management & Theory of**

Change, May - June 2020, Social Impact, Addis Ababa. (virtual based training)

- Training on **Data Quality Assurance**, June 6, 2018, Fintrac Inc., Addis Ababa
- Training on **Foundations of Monitoring Evaluation & Learning**, February 12 -15, 2018, USAID/ Ethiopia, Addis Ababa
- Training on **Market Access for Food Security - towards inclusive market development**, January 9 - 27, 2017, Wageningen University, The Netherlands
- Training on **SPSS**, May 17-21, 2016, Agri-team Canada Consultancy, Adama.
- Training on **Facilitation Skill**, October 20-22, 2016, Agri-team Canada Consultancy, Mekele.
- Training on **Participatory Monitoring & Evaluation: Managing for Impact**, March 10 - 29, 2014, Wageningen University, The Netherlands
- Conference on **Improving the Use of M&E Processes and Findings, March 20-21, 2014**, Wageningen, The Netherlands
- Training on **'Monitoring & Evaluation and Learning'**, December 03-14, 2012, MDF Training & Consultancy, The Netherlands.
- Training (online) on **'Gender mainstreaming in Result Oriented Monitoring of EU Development Projects'**, January 2012 from Europe Aid.
- Training on **Project management**, December 12 - 18, 2011 from Addis Ababa University.
- Training on **Change management**, 21-23 September 2009, Addis Ababa, Ethiopia.
- Training on **Organizational Culture and Politics**, 10-11 June 2008, Addis Ababa, Ethiopia.
- Training on **Information & Knowledge Management**, 21-23 April 2008, Addis Ababa, Ethiopia.
- Training on **'Project Planning, implementation, Monitoring & Evaluation'** April 2002 organized by University of Bradford, Addis Ababa, Ethiopia.
- Training on **'Project Planning, appraisal and Design'**, Sep - Nov 2002, University of Bradford, UK.
- Training on **'Agricultural Management Training for Africa'**, March 2001, organized by Ethiopian Management Institute, Addis Ababa, Ethiopia.
- Training on **'Project Management'**, Sep 2001, MDF Training & Consultancy, the Netherlands.
- Course on **'Global Integration and the new Trade Agenda for Africa'**, November- February 2001, organized by the World Bank Institute, Addis Ababa, Ethiopia.
- Workshop on **'Project Implementation'**, Sep 2000 organized by the African Development Bank, Addis Ababa, Ethiopia.

- Course on ***'Project Planning, Monitoring & Evaluation'***, February 1999, organized by Australian Agency for International Development and Ministry of Economic Development and Cooperation, Addis Ababa, Ethiopia.
- Course on ***'Diplomatic Communication and Advanced Communication Skills, Interdisciplinary Concepts, Lectures and Seminar in International Relations including Ethiopia's Bilateral and Multilateral Relations'***, May-July 1999, organized by the Ethiopian International Institute for Peace and Development, Addis Ababa, Ethiopia.

REFERENCES

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