

Salary Band 4	Technical Advisor: Monitoring and Evaluation
Reports to:	Team Leader WE4D
Duty Station	Hatfield, Pretoria
Duration	Until 31 December 2027

BACKGROUND

The **Centre for Cooperation with the Private Sector (CCPS)**, was established at the beginning of 2014 to coordinate the **Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH (GIZ)** South Africa's strategy for cooperation with the private sector. It is an umbrella unit responsible for implementing various regional or global programmes all with the aim to promote private sector cooperation.

This position will undertake implementation in South Africa relating to three programmes namely;

- The **Employment Promotion for Women for the Green Transformation in Africa – (WE4D)** Programme aims to improve women's employment opportunities, especially in green sectors and in companies and value chains that are driving the green transformation on the African continent, sectors such as agriculture/agro-processing, blue economy/aquaculture, renewable energies, circular economy/waste management and eco-tourism, as well as traditional sectors with high potential to shape the greening of the economy like transport, logistics and construction.
- **Team Europe Initiative Investing in Young Businesses in Africa - Supporting Entrepreneurial Ecosystem Development” (IYBA-SEED)** is a programme supporting the entrepreneurial ecosystems of the five participating countries Benin, Kenya, Senegal, South Africa and Togo. The overall objective is to contribute to creating decent jobs for women and youth and resilient economies by strengthening ecosystems so that they can increase access to Business Development Services (both financial and non-financial) for SEED beneficiaries.

- **Skills for Youth Employability, Entrepreneurship and Empowerment Programme in Eswatini (S4YEEEP).** This is an EU Co-financed programme focused on: Strengthened capacity of TVET providers to offer inclusive access and quality training that responds to identified skills needs in targeted sectors. Strengthening the capacity and involvement of employers to provide inclusive work-based learning schemes for TVET and skills development in targeted sectors. As well as increasing access of youth and women to TVET programmes leading to (self) employment.

WE4D South Africa is looking for an M&E expert to join our dynamic team and partners to focus on M&E design, service provider contract management, coordinating data collection, data analysis, and reporting for all of the above programmes.

A. RESPONSIBILITIES:

The **Technical Advisor: Monitoring & Evaluation** is responsible for:

- Managing the M&E systems for the above-mentioned three programmes.
- Provide advisory services to the SnR technical advisors responsible for their respective partnerships regarding M&E tools for measuring project results.
- Oversee and manage the M&E service providers tasked with data gathering in accordance with GIZ M&E guidelines.
- Oversee and quality assure the knowledge management and communication activities within the respective projects relating to M&E.
- Manage and quality assure the reporting of data and qualitative report to partners, head office and commissioning parties
- Ensure that monitored data is fed back into the implementation cycle in each partnership to support evidence-based decision making and project steering
- Proactively engage in exchanges and peer-learning with other WE4D country offices.

B. TASKS

The Technical Advisor on M&E takes responsibility for the M&E functions as well as providing advisory services to management and technical advisors. The following tasks form part of this role:

1. Management and Advising:

- Advises partnership Senior Technical Advisors regarding M&E, develop and implement in each partnerships M&E strategy, including results-based monitoring implementation according to WE4D and GIZ guidelines for measuring results;
- Responsible for statistical research, analysis of results, introduction of innovative M&E tools and instruments;
- Advises and provides backstopping to Senior Technical Advisors and development workers coordinating and carrying out activities in M&E and results-based monitoring;
- Responsible for drafting and quality-assuring Terms of References (ToRs) related to M&E activities.
- Oversees the work of consultants on M&E at project level, signing off on final deliverables;
- Develop knowledge management products generated out of M&E data.
- In consultation with Senior Technical Advisors, creates and maintains an M&E repository on GIZ Centralised Organisation of Records (CORE);
- Regularly consults with the head office on implementation and progress of partnerships in relation to a M&E;
- Quality assures project work plans regarding indicator achievements and is responsible for synchronizing the planning, M&E and different reporting processes;
- Responsible for reporting aggregated results to WE4D head office and other funders (e.g. EU) for the projects.
- Keeps abreast of recent development in the field of M&E with regards to theories methodologies, and ICT-based applications.
- Offers M&E capacity development for partner organization if necessary and needed

2. Communication, coordination and networking:

The Technical Advisor: Monitoring and Evaluation

- Ensures transparent and clear communication with project colleagues and partner organizations;
- Coordinates and finalizes the WE4D South Africa reporting in collaboration with the respective SnR technical advisors on annual reporting, coordinates and finalizes the WE4D annual reporting to Headquarters.
- Coordinates with the WE4D Headquarters, M&E colleagues and consultants;
- Coordinates and participates in WE4D M&E working groups to facilitate learning & innovation for the programme.

3. Other Duties/Additional Tasks

The Technical Advisor: Monitoring and Evaluation:

- Performs other duties and tasks at the request of the management.

C. REQUIRED QUALIFICATIONS, COMPETENCIES AND EXPERIENCES

Qualifications:

- University degree (minimum bachelor's level) in Social Sciences, Economics, Development Studies, Statistics, Natural Sciences, or a related field.
- Postgraduate qualification or certified training in Monitoring and Evaluation strongly preferred.

Professional Experience:

- Minimum of 8 years' professional experience in Monitoring and Evaluation, with a strong focus on employment promotion, job creation, or economic development programmes.
- Demonstrated experience designing and implementing M&E systems for multi-year, multi-stakeholder projects.
- Proven track record in measuring direct, indirect, induced job creation enterprise and private sector development.

Other Knowledge, Additional Competences

- Demonstrated knowledge, skills, and experience incorporating M&E into project planning, and implementation. This could include data capturing, tracer studies, data management ect
- Demonstrated knowledge and experience with the management of data protection (POPI Act)
- Work experience in development sector specifically in the field of employment promotion (or its monitoring) and private sector development.
- Experience with EU M&E reporting and data collection an added advantage
- Good working knowledge of ITC technologies, database management and computer applications (e.g. MS Office).
- Willingness to travel (locally and internationally).
- Very good knowledge of English. German an added advantage
- Willingness to upskill as required by the tasks to be performed – corresponding measures are agreed with management.

D. ADDITIONAL INFORMATION

- The position will be based at the GIZ Offices in **Hatfield, Pretoria**.
- At GIZ, you will be offered global network and an atmosphere that is characterised by diversity, respect, and genuine equal opportunities. Gender equality promotion is a matter of course for us.
- GIZ is a signatory of the Diversity Charter. Recognition, appreciation and inclusion of diversity in the company are important to us. All employees shall be valued - regardless of gender and gender identity, nationality, ethnic origin, religion or belief, disability, social background, age or sexual orientation.
- GIZ would like to increase the proportion of employees with disabilities. Applications from persons with disabilities are most welcome.
- GIZ is committed to be an equal opportunities employer, therefore, women and people with disabilities are strongly encouraged to apply.
- The contract period for this position is until **31st of December 2027** in line with the commissioning period of the Project/ Programme.

E. APPLICATION PROCESS

GIZ will only assess applications which meet the following criteria:

Suitable candidates should apply by submitting a

- **Cover/Motivation Letter** in PDF format (max. 1 page) clearly stating why they should be the preferred candidate, the value added they will bring to the cluster.
- A **detailed CV** in PDF format, (max 4 pages) indicating their nationality

- ① **Internal Applicants ONLY** should submit application to: recruit-pretoria@giz.de with the email subject line “**Application for Technical Advisor: Monitoring and Evaluation**”, for the attention of Head of Human Resources – Dorothea Taaibosch.

NB: Applications from external applicants submitted to recruit-pretoria@giz.de will **not** be considered.

- ① **External Applicants ONLY** must submit their applications by following this link: <https://giz.simplify.hr/vacancy/egu2tn> to be considered.

The deadline for applications is **13th of February 2026**.

Applications without a motivational letter will not be considered!

Only shortlisted candidates who meet the above requirements will be contacted.