



## **Assessment, Monitoring and Evaluation Specialist Positions**

Clear Outcomes is a small, woman-owned, international development management consulting firm based in Boise, ID. We provide a full range of management consulting, technical assistance, and training services to strengthen international assistance programs, organization, and policies. We provide services globally in the areas of monitoring and evaluation, strategic planning, project and program design, organizational capacity building, and data analytics. Clear Outcomes specializes in the areas of health, governance, humanitarian, human-trafficking, education, and security cooperation. Our current work includes clients in the US government, the Canadian government, universities, private sector, multilateral development banks, foundations, and non-profits.

We are currently recruiting former military and security cooperation specialists to provide short term technical assistance for an anticipated upcoming 5-year contract. We are specifically looking for four types of personnel:

### **Senior Researcher(s)**

The Senior Researcher shall be responsible for ensuring various DoD guidance, processes, and procedures of the DoD environment are addressed within upcoming evaluations. This researcher should be familiar with the DoD environment and doctrine and should have a firm grasp of the DoD security cooperation environment. The Senior Researcher will also be conversant in theater and/or country clearance requirements and should be able to interface directly with Geographic Combatant Command and/or Embassy staff as required.

### **Qualifications**

#### Minimum Requirements:

- Master's degree in a field, such as Economics, Evaluation Sciences, Political Science, Public Administration Business Administration, or other discipline
- Experience with DoD policies and procedures
- Secret Security Clearance

#### Preferred Requirements:

- Ph.D. in Economics, Evaluation Sciences, Political Science, Public Administration, Business Administration, or other discipline
- 10 years of US military or DoD experience
- US military deployment experience

- Background in US security cooperation programs
- FAO or Defense Attaché system experience highly preferred

### **Training Specialist(s)**

Training Specialists will provide AM&E and Security Cooperation training in the National Capital Region, Global Combatant Commands, and other locations as required on a short term basis throughout the life of the contract. Training Specialists should have a strong understanding of adult learning techniques and experience with interactive learning. They should understand the DoD environment and needs and be willing to learn about AM&E.

#### Qualifications

##### Minimum Requirements:

- Master's degree in a field such as Economics, Evaluation Sciences, Political Science, Public Administration, Business Administration, or other discipline
- Experience with DoD policies and procedures
- Experience providing training to adult learners
- Secret Security Clearance

##### Preferred Requirements:

- Experience planning, designing and implementing assessment, monitoring and evaluation programs or projects in the security sector for a national organization, an NGO/IGO, the UN, or private industry
- Experience as a military officer or civilian in the security sector for a department, agency or bureau of the US government, to include experience and knowledge of defense policy and operations
- Experience planning, designing and implementing assessment, monitoring and evaluation programs or projects in the security cooperation sector for a department, agency or bureau of the US government, a national organization, an NGO/IGO, the UN, or private industry
- Background in US security cooperation programs
- FAO or Defense Attaché system experience highly preferred

### **Senior Researcher/Evaluator(s)**

The Senior Researcher/Evaluator will lead evaluations for security cooperation and assume responsibility for all technical evaluation activities. This includes writing inception reports, designing research methodologies, conducting fieldwork and research, and leading data analysis, writing report, and briefings with clients. The Senior Researcher will ensure that evaluations meet all Department of Defense guidelines and policies.

Minimum Requirements:

- Master's degree in Evaluation Sciences or in development or a related development field, such as Economics, Evaluation Sciences, Political Science, Public Administration, Business Administration, or other discipline related to development assistance required
- 10 years of experience in evaluation and performance management of projects, project management, research methods, and/or project design
- Secret Security Clearance

Preferred Requirements:

- Ph.D. in Evaluation Sciences or in development or a related development field, such as Economics, Evaluation Sciences, Political Science, Public Administration, Business Administration, or other discipline related to development assistance
- Familiarity with American Evaluation Association (AEA) standards
- Familiarity with DoD and Security Cooperation Programming

### **Evaluation Methods Specialist(s)**

The Evaluation Methods Specialist will assume responsibility for the functioning of evaluation methodology and design. This includes providing relevant technical guidance, identifying and executing appropriate agreed upon methodology, and conducting fieldwork and research.

Minimum Requirements:

- Master's degree in Evaluation Sciences or in development or a related development field, such as Economics, Evaluation Sciences, Political Science, Public Administration, Business Administration, or other discipline related to development assistance required
- Possesses experience in conducting project monitoring and program evaluations, surveys, assessments, and data analysis
- Possesses knowledge of international best practices on project design, implementation, evaluation, and learning, as well as excellent interpersonal, data analysis, writing, and presentation skills

Preferred Requirements:

- Secret Security Clearance
- Ph.D. in Evaluation Sciences or in development or a related development field, such as Economics, Evaluation Sciences, Political Science, Public Administration, Business Administration, or other discipline related to development assistance
- 10 years of experience in evaluation and performance management of projects, research methods, and/or project design
- Familiarity with American Evaluation Association (AEA) standards
- Familiarity with DoD and Security Cooperation Programming

Would you like to do interesting work while helping the Department of Defense develop the means to truly understand and improve its non-kinetic impact? Want to help build something from the ground up? Looking for an opportunity to use all of your skills in a continually changing environment? Join our growing team!

To learn more about Clear Outcomes, please visit our website:

<http://www.clearoutcomes.net>

If you are interested in any of the above positions, please email your CV in Microsoft Word format with the file called `firstname_lastname_AM&ESpecialist` to [info@clearoutcomes.net](mailto:info@clearoutcomes.net) (For example `Jane_Smith_AM&ESpecialist.docx`).

Clear Outcomes is an EEO/AA/ADA Veterans Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected veteran status.

Only selected candidates will be contacted for an interview.