



Results Management Officer

Reports to	Deputy Country Representative (Deputy CR)		
Directorate	Conservation and Policy	Function	Regular result-based monitoring and evaluation of programmes and projects
Contract	Fixed term contract	Location	ZSL Kathmandu Office (with frequent visit to the field)

Our vision and mission

The Zoological Society of London (ZSL) is an international conservation charity, driven by science, working to restore wildlife in the UK and around the world. Our vision is a world where wildlife thrives and every role, every person in every corner of ZSL has one thing in common – we are all conservationists, and passionate about restoring wildlife.

Purpose of the role

The Results Management Officer will support the development of result-based monitoring system, support in implementation of project aligning with the indicators and objectives, tracking the impacts of ongoing projects focusing on the western terai complex, create an efficient data management system along with regular evaluation and presentation of the findings with reflections and recommendations on the way forward.

Key responsibilities

Management of baseline data:

- With support from the senior management team and in coordination with the Field Programme Officer, design and develop project specific standard templates for the baseline and impact surveys.
- Collect and analyse wildlife dispersal data within the PA's and forest corridors, Human Wildlife Conflict (HWC) incidents.
- Collect and analyse community perception and awareness level towards wildlife and income level of targeted communities, before and after the livelihood interventions in the western terai complex.
- Collect data through survey, consultation, key informant interview (KII) and focus group discussions (FGD) on effects of linear infrastructure and habitat fragmentation on wildlife in line with the project and programme goals of ZSL Nepal.

Support in management of project interventions

- Support in identifying, monitoring and evaluation of programme and project goals, intended results, outcomes, and output and align them against key performance indicators and their corresponding activities to ensure the project interventions are impactful and sustainable.

- Support the analysis of the project in regular intervals in reference to the workplan to assess and improve project quality and project performance.
- Work closely with project partners, park officials and other key stakeholders and provide technical support to build result-based monitoring plan when needed.
- Provide technical support to park officials, local community, and other frontline staffs to record and manage data especially focusing on Human Wildlife Conflict (HWC).
- Support in capacity building of Human Wildlife Coexistence (HWCx) Champions on collection of data, sorting and management of collected data through the development of data collection instruments (tools and templates), trainings, workshops, etc.
- Support in conducting regular meetings with programme and project team, partner organisations, HCWx champions, local target communities, park officials and other key stakeholders to review the project progress and plans moving forward.

Monitoring, evaluation and reporting of programme and project interventions

- Prepare a standardized monitoring and evaluation format for all ZSL Nepal's programmes and projects.
- Assess the intervention and deliverables against the workplan and in coordination with the programme and project team to prepare regular progress reports.
- Support the programme team, HWCx champions, local partners, park officials as well as enumerators that are used across the life of the project with data collection, monitoring, and reporting.
- Coordinate and collaborate with wildlife biologist to develop monitoring and data management systems to track wildlife movements, identify hotspots for HWC and record the data before and after project interventions on habitat management within the National Parks.
- Work closely with the project and field team to track, collect and create database on ongoing projects.
- With support from project team present findings with incorporation of HWC safeguards, learning and response mechanisms.
- Carry out any other activities as assigned by the line manager.

Person Specification

Experience	
Essential	<ul style="list-style-type: none"> ● Master's degree in a relevant discipline (Environment science, environment management, forestry, or other relevant discipline) 2 years of relevant work experience accepted in lieu of degree. ● Minimum 3 years of experience with good track record in the implementation of result-based monitoring system in programmes and projects. ● Good knowledge and pragmatic skills in data collection, management, evaluation, and result based monitoring. ● Prior experience in planning and project level monitoring and evaluation activities using project/programme based key indicators.

	<ul style="list-style-type: none"> • A good understanding of the socio-political context of Nepal, specifically of the western lowland region. • Excellent English proficiency in oral and written communication, including a demonstrated track record in technical report writing and ability to communicate technical matters effectively to general audience. • Proficiency in both written and spoken Nepali language is required. • Proficiency in the use of MS Office applications (Word, Excel, Power Point, Internet) is required.
Desirable	<ul style="list-style-type: none"> • Prior experience in conservation and sustainable livelihoods • Skills on the use of computer application such as R+, SPSS, advance excel. • Skills on data management, GIS mapping, workshop facilitation, working with community people of diverse background. • Ability to speak local languages.
Required Competencies	
<ul style="list-style-type: none"> • Transparency: Able to build trust and contribute to informed and responsible decision making by carrying out the work of ZSL in a transparent manner. • Leadership: Ability to provides clear guidance to ensure that objectives and desired measurable results are understood and achieved at the field level. • Inclusiveness: Understands and accepts cultural diversity, and aligns with a tolerant, positive, and supportive working environment that fosters respect for diversity, demonstrates ability to work in a multicultural, multi-ethnic environment and to maintain effective working relations with people of different backgrounds. • Professionalism: Promote the organization's interests, objectives, and values in a diligent and professional manner. • Accountability: Takes responsibility of individual and collective actions taking into consideration ZSL's principles and values. 	
Additional requirements	
<ul style="list-style-type: none"> • Capacity to work effectively under time pressure and ability to multi-task. • Willingness to travel within the region, sometimes at short notice (the Result Management Officer will be required to travel frequently). • Computer literacy in MS Office packages. • Excellent organizational and networking skills. • Team-oriented attitude and ability to work independently. 	