

Jamal Farah Omer

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Researcher | Evaluator | Trainer

KEY QUALIFICATIONS:

- ❖ 8+ years of experience in Programme Design, Monitoring, Evaluation and Research
- ❖ **Master of Arts (M.A)** in Governance and Leadership
- ❖ Strong knowledge of program design, MEAL approaches, including logical frameworks and M&E plans, multi-site evaluations;
- ❖ Experience in strategic planning and performance measurement, including indicator selection, target setting, reporting, database management, and developing M&E and performance monitoring plans.
- ❖ Expert in conducting needs assessment and the development of full proposals accordingly
- ❖ Experience in data management through Management Information Systems including designing data collection instruments, managing data collection, data storage, analysis and reports preparation
- ❖ In-depth knowledge and experience in different evaluation types, approaches and methodologies, standards and practices
- ❖ Strong technical research competence and experience in quantitative and qualitative data collection methods, data analysis, synthesis and reporting.
- ❖ Understanding of contemporary trends and innovations in development, evaluation and Research
- ❖ Proven ability to advise and lead the development and implementation of MEAL/PM strategies, plans, and systems in complex humanitarian and development programs
- ❖ Strong analytical and critical thinking skills
- ❖ Good organizational skills including accuracy, consistency, and attention to detail
- ❖ Excellent communication skills (written and oral). English: Fluent. Somali: Native
- ❖ Proficient in Ms Office Applications and statistical packages (SPSS, STATA, Kobo/ODK and excel)
- ❖ Knowledge and experience in USAID, OFDA/FFP, DfID, EU, ECHO, AfDB donor requirements and procedures

PROFESSIONAL EXPERIENCE:

Innovative Development Solutions (IDS)

Jan, 2017 - Present

CEO/Senior Consultant

IDS is a development consulting company based in Somalia that offers research & evidence, M&E, capacity building and other innovative consulting services that improves development effectiveness. Visit Idsgroupltd.com for more details

- Provide leadership in setting the overall strategic direction of the company
- Plan and implement long term business strategies to achieve the company's objectives.
- Look for opportunities to increase efficiencies and speed up processes across the business.
- Lead the development of project proposals and ensure proper implementation
- Ensure the quality of work in the execution of projects
- Provide technical leadership and input in designing, developing and implementing M&E and Research Projects
- Conduct needs assessment, design and develop proposals for clients

Save the Children, Somalia

Dec, 2016 – Present

MEAL Manager

Strategic Planning and Program Quality Management

- Provide strategic direction for the development and optimization of MEAL system that measures program-wide performance and achievements towards outcomes (using the Outcomes & Evidence Framework core indicators and other methods as appropriate) including roll-out of new MEAL-related initiatives
- Establish a coherent MEAL system (approaches, procedures, structures) encompassing both programs implemented by Save the Children Somaliland and with consortium partners
- Provide technical assistance and quality assurance to Program/Project Manager and officers in their support of sector programs in project and program monitoring initiatives (including but not limited to the design of M&E plans, data collection tools, data management and analysis), to ensure programs are properly supported by the MEAL Unit
- Develop and oversee implementation of robust context-appropriate systems for data collection, quality assurance, analysis and reporting on activity outputs/outcomes and program quality
- Participate in proposal development sessions to facilitate and develop Theories of Change, MEAL plans and Project Management Plans
- Set up Project Management Information Systems including digital data gathering and analytic software allowing real time data gathering and mapping to improve implementation of activities and technology-driven MEAL system and tools
- Support programme teams in preparing and managing internal assessments, external program evaluations, impact studies and case studies
- Compile Save the Children Somaliland's Results Framework to monitor the progress of the country strategic plan implementation
- Assess the achievement of Key Performance Indicators (KPIs) and work with the Program team to design effective Quality Improvement (QI) strategies
- Provide staff support including on-the-job training/learning to strengthen technical capacity on MEAL priorities and quality standards

Monitoring

- Advise and support program/project teams on quality information gathering and analysis to facilitate informed program and project design
- Develop and oversee the implementation of data collection and monitoring tools, and supporting documentation
- Monitor data collection to ensure data quality
- Provide support and/or undertake field visits to monitor project progress and delivery of results as per MEAL plans.

Research and Evaluation

- Lead the development, dissemination and implementation of a coherent and coordinated Evidence and Research agenda and work with the program development and operations teams to translate research and evaluation outcomes into practice
- Provide advice on development of robust methods to collect rigorous and relevant data to demonstrate effectiveness and impact of SCI Somaliland work
- Commission in-house research and studies, impact evaluations and programme level learning activities;- identifying opportunities for 're-packaging' research findings in accessible formats to ensure that learning and uptake is widely disseminated through SCI and wider humanitarian community
- Lead the conceptualization and design of research studies and ensure technical quality of all research activities and products
- Undertake meta-analysis and systemic reviews of SCI Somaliland program evaluations and research to generate sectoral learning on trends, opportunities, risks etc
- Bring research, analytical and quality assurance expertise to projects, especially in the design, implementation and reporting stages
- Support efforts to improve learning systems and planning processes to ensure knowledge and evidence are fully utilized to improve program design and implementation, as well as inform policy and advocacy initiatives with external stakeholders in Somaliland and regionally.

- Lead or participate in program and project evaluations and impact studies and assist in the development of tools and methods for such evaluations and studies, in collaboration with other stakeholders
- Prepare terms of reference for external evaluators and coordinate collaboration with them
- Supervise the development of data collection tools proposed for evaluations activities
- Perform data analyses, using SPSS, STATA or other software, for project research and evaluations.

Accountability and Participation

- Develop and continuously update accountability strategy and lead on establishment of feedback and complaint mechanisms.
- Establish/strengthen and supervise the implementation of accountability mechanisms including complaints and beneficiary feedback and response mechanisms during the project life cycle
- Oversee and ensure quality of feedback and complaint mechanisms including timely and adequate response.
- Share accountability findings with programme teams and senior management.
- Establish processes for systematic learning from feedback and complaints

Learning and capacity building

- Develop formats and templates to aid documentation of learning from the MEAL system to support networking and advocacy processes
- Support project leadership to champion holistic approaches to collaboration, learning and adapting (CLA), including design and implementation of an action-oriented project research and learning agenda, routine analysis of available sector/sub-sector data sources, and application of lessons learned and best/promising practices in knowledge management
- Build an organizational knowledge base through research and partnerships

BBC Media Action, Senior Researcher

Nov, 2015 - Nov, 2016

- Design research plans and qualitative and quantitative research instruments
- Undertake quantitative and qualitative data analysis, ensuring that the interpretation supports development of media products
- Write research reports, presentations and other dissemination products in a range of formats to fulfill the requirements of media creative and production teams, donors and the communication for development
- Understand the needs of the organization to ensure that all research is tailored and relevant, to deliver simple and valuable insight.
- Play a role in disseminating research by providing useful thinking, interpretation and recommendations, at both practical and strategic levels to a diverse range of internal audiences
- Support commissioning of agencies for qualitative and quantitative research including negotiations on technical issues such as sampling and recruitment, analysis, field supervision, instrument development and administration and data analysis.
- Oversee the implementation of research, including monitoring quality, budget and timely delivery of research outputs
- Conduct literature reviews, draft concept notes and inception reports, and gather relevant background information as necessary;
- Draft quantitative and qualitative data collection tools for projects covering a range of subject matters;
- Develop budgets and staffing plans, and monitor their effective execution;
- Analyze qualitative and quantitative data, and lead report writing;
- Support and mentor local research freelancers to develop their research and management skills
- Roll out the design and implementation of mobile data collection
- Support the design and implementations of formative research to guide the development of projects, including literature reviews, qualitative and quantitative primary research, pre-testing/piloting of media materials, monitoring project progress including audience reactions and evaluation of project impact
- Support development of new business by writing research contributions to project and programme proposals, working with country teams and UK colleagues

- Co-ordinate, supervise and review all surveys, baselines/endlines, assessments and evaluations including recruiting consultants, designing tools and sampling methodologies, training teams, planning fieldwork, producing analysis and reports;
- Contribute to the design and facilitation of programme learning processes, such as periodic or after -action reviews

**Population Services International (PSI),
Monitoring and Evaluation Officer**

Sept, 2014 - Oct, 2015

- Provide leadership and direction on M&E to ensure the program achieve its goals and corresponding objectives and targets
- Oversee the development and implementation of the Performance Monitoring Plan (PMP) to capture program performance and results, including routine service delivery data reporting, baseline and end line assessments, and all monitoring for process and outcome evaluations
- Develop and oversee data flow pattern for program that will ensure timely data collection and reporting
- Lead results reporting to donors by providing written documentation on M&E activities and indicator results for progress and annual reports, as appropriate
- Ensure high-quality implementation, consistent with organizational monitoring and evaluation guidelines, protocols, information and reporting systems
- Lead strategic collaboration activities with key stakeholders to learn from program data and adapt interventions as appropriate
- Lead efforts to utilize training monitoring systems to track and monitor trainers and participants at training events to facilitate follow-up and recordkeeping
- Use data to contribute towards strategic decision-making and program planning with program leadership
- Oversee and/or conduct targeted evaluations and operations research, including design, data collection, management and analysis
- Ensure quality of data through data verification procedures including routine data quality audits and that these are routinely carried out during the program lifecycle
- Cultivate strategic PSI relationships and alliances with other partners and represent PSI activities in public and professional circles through meetings, conferences, and presentations
- Ensure relevant data is entered into organization-wide performance management system designed to capture, analyze, and disseminate program data
- Promote and support the dissemination of program information among the program team
- Coordinate all M&E capacity-building activities with program staff, implementing partners

ADDITIONAL EXPERIENCES:

**Mercy Corps,
Monitoring and Evaluation Officer**

Jan, 2013– August, 2014

- Provide technical guidance and support to Mercy Corps and partner staff in monitoring of ongoing projects in line with approved project designs
- Lead in development of appropriate tools for project monitoring or review existing tools to be in line with the needs of each of project.
- Lead in evaluation of all ending projects. This will include identification of consultants (if required) development /review of tools and technical review of reports.
- Undertake regular field monitoring of all ongoing projects in close coordination with emergency coordinators and area managers and provide clear recommendations to program teams.
- Develop, maintain and update as necessary the M&E plans for projects, consistent with project M&E frameworks
- Together with program team, lead in conducting multi-sectoral assessments to collect comprehensive and reliable information on the needs and priorities of populations of concern with objective of writing new grant proposals.
- Contribute to program design to ensure adherence to Mercy Corps International's standards, including the use of standardized indicators and documentation methodologies

- Lead in planning and design of all field assessments to ensure quality data collection
- Prepare and submit high quality assessment reports to be used for program development and decision-making.
- Represent Mercy Corps and actively participate in inter agency assessments conducted within program areas
- Provide significant contribution to the development of project proposals
- Contribute to strategy development

Caritas,

Sept-Dec 2012

Programme Officer

- Take the lead in collecting, analyzing and reporting on relevant indicators for donor reports as well organizational-wide M&E system.
- Review internal program progress reports such as monthly reports and provide feedback to teams.
- Contribute to development and reviews of donor reports
- Analyze reporting gaps within the different projects and identify corrective actions needed
- Together with program team, harmonize and standardize existing data collection, analysis and reporting tools and systems in line with Caritas Somalia's Management Information System as well as specific project needs within emergency program.
- Undertake analysis and reporting of all data collected from the field and identify learning points /trends for improving program quality.
- Closely work with the MIS Coordinator to manage the country office MIS system. This will include updating the MIS systems to ensure program data is captured on regular basis.
- Develop a clear mechanism of tracking performance indicators for all projects. This will include development of M&E plans for new and/or ongoing projects.
- Monitor progress of program indicators, maintain program data repository and keep up to date record of all data/information required for measuring project performance indicators
- Maintain program data repository and facilitate the storage, archiving and easy retrieval of program data organized by projects, locations of action and temporal distribution, and suggest better methods for improving existing data management systems.

CONSULTING EXPERIENCE:

Oxfam International

April – May, 2018

Final Evaluation Consultant

As external evaluator, conducted the final evaluation of food security project for Oxfam international in Somaliland

- Design all the evaluation instruments, tools and protocols
- Execute the evaluations by planning, implementing an overseeing
- Analyze the data, write the report and present to Oxfam management

ActionAid International

May, 2017

Evaluation Consultant

As lead consultant conducted rapid assessment/evaluation for ActionAid international in Somaliland to map, identify and analyze needs and gaps in target communities to inform programming

- Design the assessment by designing all the assessment instruments, tools and protocols
- Execute the assessment by planning, implementing an overseeing
- Analyze the data, write the report and present to ActionAid and disseminate the report

International Organization for Migration (IOM)

Nov, 2016

Case Studies Consultant

Commissioned the design and execution of 10 case studies for returnees' affected by war in Yemen, in Berbera, Somaliland

- Design and develop case study instruments
- Collect and analyze data for the case studies

- Produce the report and present to IOM

Population Service International (PSI)
Research Consultant

October, 2016

Commissioned the execution of landscape analysis Research for Demand Creation Project (Change) implemented by PSI.

- Map out the key informants and conduct key informant interviews and in-depth interviews
- Analyze the key findings and further explore key concerns and insights
- Produce the report with key policy recommendations

Population Service International (PSI)
Third Party Monitoring Consultant

Dec-2015-May 2016

Commissioned as third-party monitoring consultant to provide TPM services for PSI programs from external prospective:

- Design and develop monitoring frameworks and monitoring tools
- Monitor PSI programs as third-party and critically assess the performance of these programs
- Produce the report with key recommendations for the concerns

ADAM Academy
Technical M&E Advisor

July 2016-Present

Serve as Technical M&E Advisor for ADAM Academy, Local organization and provide technical M&E advisory:

- Design and develop M&E Framework and systems with all the relevant tools and instruments
- Train staff the M&E framework
- Support the organization in adopting the developed framework
- Write Proposals for the organization and support in business development

EDUCATION:

Master's Degree, Governance and Leadership

March, 2017

Thesis/Dissertation: *Measuring Accountability at Local Governance: The Case of Somaliland, Hargeisa, September, 2017*

Awards: Master's Degree

University of Hargeisa, School of Graduate Studies, Hargeisa

Bachelor Degree, Economics

September, 2014

Thesis/Dissertation: *The Nexus between Good Governance and Poverty Reduction in Somaliland, September 2014*

Awards: Bachelor's Degree

Admas University, College of Economics, Hargeisa

PROFESSIONAL AFFILIATIONS:

Chairman, Youth Development Initiative

Member, African Evidence Network

PRESENTATIONS/PUBLICATION:

1. Measuring Accountability at Local Governance: The Case of Somaliland, Hargeisa, September, 2017
2. The Nexus between Good Governance and Poverty Reduction in Somaliland, September 2014

CONFERENCES/SEMINARS/TRAININGS ATTENDED:

Trainings:

Research Writing in the Social Science | AuthorAid/INASP | Online, 26 February-9 April, 2019 |
Impact Evaluation | Partnership for African Social and Governance Research (PASGR) | Nairobi Kenya, 19-22 November, 2018 |
Advanced Research Design for Policy Oriented Research | Partnership for African Social and Governance Research (PASGR) | Nairobi Kenya, 7-17 November, 2018 |
Governance for Development in Africa Initiative | SOAS, University of London | Kigali Rwanda, 23-26 April, 2018 |
Canvassing Pan-Africa Youth Democracy Fellowship, Democracy and Good Governance | Organized by Youngsters Development Initiative, | Funded by National Endowment for Democracy, |Lagos, Nigeria, 26 Feb -8 March, 2018 |

Conferences:

Making Tertiary Education #SafetoLearn | Wilton Pack/FCO, DFID, Restless Development | London, UK, 10-15 Nov, 2019 | Theme: Making Tertiary Education Safe to Learn,

Mo Ibrahim Governance Forum | Mo Ibrahim Foundation | Kigali Rwanda, 28-29 April, 2018 | Theme: Public Service in Africa,

Next Generation Workshop | Mo Ibrahim Foundation | Kigali Rwanda, 27 April 2018 | Theme: Youth in Public Service,

SKILLS/LANGUAGES/GEOGRAPHICAL EXPERIENCE:

Computer Skills: Proficient in Office Package (Word, Excel, PowerPoint, Internet and Email), Statistical packages (**STATA, SPSS, R, Nvivo**), Data Visualization (**Power BI, GIS**) and mobile data collection applications (**Kobo, ODK**)

Languages: Somali (mother tongue); English (fluent); Arabic (professional proficiency)

Countries Travelled to/Experience: Somalia, Ethiopia, Kenya, Rwanda, Nigeria, UK

REFERENCES:

...Referees are Available Upon Request...