



**PRADAN ([www.pradan.net](http://www.pradan.net)) is an NGO that works with poor and marginalized communities across central/eastern India. We are presently working with over 200,000 families to reduce poverty through enhancing assets / capabilities and facilitating access to sustainable income earning opportunities.**

**To achieve this vision, we have placed over 300 highly motivated and skilled professionals in villages who work directly with communities to:**

- **Promote / nurture women's groups to build capabilities and leverage institutional finances for members' livelihoods**
- **Develop and introduce locally suitable economic activities to increase incomes**
- **Mobilise finances for livelihood assets and infrastructure**
- **Set up mechanisms to sustain the livelihood gains made by the communities**

**What is the opportunity?**

**PRADAN is planning to develop a comprehensive monitoring and evaluation (M&E) system that can be used to better understand our impact and ensure continuous improvement. Over summer 2011, we will launch a two year organization-wide process to design, pilot and roll out this system. To support this process, we seek a qualified M&E consultant who will:**

- **Provide overall project management and integration support for the M&E initiative**
- **Scope and help conduct an exploratory study that will map the diverse range of outcomes / impacts of PRADAN triggered interventions and processes in different geographies and communities, as viewed from the communities' lens and from PRADAN's own perspective**
- **Support the internal process to analyse study findings and identify**

**the key parameters / dimension  
around which change is manifested**

- **Provide research and input into the process to design a system that can measure these impact parameters and the underlying inputs provided and processes triggered by PRADAN on an on-going manner**
- **Support the piloting of this system in multiple PRADAN locations**
- **Refine the system and successfully roll out across PRADAN**

**Who are we looking for?**

**The consultant will report to the Programme Director of Operations based in New Delhi, India. Travel to PRADAN's field offices will also be required. We expect the total M&E project to take 24 months and would like a consultant who can commit at least one year to complete the exploratory study and M&E system design. If mutually agreeable, the contract could be extended for a second year to complete the piloting and roll out of the system. Suitable candidates should:**

- **Have a demonstrated interest in rural development and some previous experience or knowledge or exposure of both behavioural psychology and M&E system design / implementation**
- **Be able to work independently to structure the M&E design phase, identify the resources required and engage people across the organization and externally to come up with a robust solution**
- **Be comfortable working and travelling in rural / remote locations**
- **Either already able to speak Hindi or willing to learn the language to be effective.**

**Salary will be negotiable commensurate with the consultants qualifications and previous experience.**

**How can you apply?**

**Interested candidates with the relevant background should submit their CV along with an email expression of interest to Gretchen Phillips ([gretchenphillips@pradan.net](mailto:gretchenphillips@pradan.net)) and Anirban Ghose ([anirbanghose@pradan.net](mailto:anirbanghose@pradan.net)).**