



## Full-time Senior Consultant

### Organizations and Partnerships Performance

Universalialia Management Group (UMG) is a Canadian, Montreal-based, mission-driven management consulting firm. Since 1980, we have assisted organizations to improve their performance in more than 90 countries. Internationally, the firm serves an increasingly diverse range of multilateral and bilateral development/humanitarian agencies, NGOs and foundations. In Canada, we work with federal, provincial and municipal governments as well as non-profit organizations and community foundations. ([www.universalialia.com](http://www.universalialia.com)).

Universalialia works closely with top clients and helps them tackle the world's greatest challenges to build a sustainable and equitable future in Canada and globally in four practice areas.

As part of its growth strategy, Universalialia is seeking a Senior Consultant to join its Organizations and Partnerships Performance Practice and expand our capacity to deliver evaluations and assessments focused on organizational performance, partnerships and coordination, and advocacy. Our practice works in different thematic areas including education, health, social protection, gender equality and inclusion, and good governance.

#### Universalialia Practice Areas

- Environment, Security and Conflict Transformation
- Gender Equality and Inclusion
- Performance Measurement
- Organizations and Partnerships Performance

### The Role

The OPP Senior Consultant will work closely with the OPP Practice leader and consultants in shaping the practice, identifying opportunities and delivering high quality products.

### Your responsibilities

- Provide technical expertise in organizational and institutional evaluation, capacity development, and in different types of evaluation approaches (developmental evaluation, realist evaluation, theory-based, etc.)
- Contribute to business development via networking, assessing opportunities, and writing proposals
- Manage assignments from beginning-to-end (staffing, client liaison, profitability, quality control)
- Support client engagements from beginning-to-end (including data collection, data analysis, reporting, and managing stakeholder relationships)
- Meet expected results at individual (KPI) and practice levels

### Your expertise

- At least 12 years of demonstrated expertise in program evaluation, organizational and institutional assessments, and organizational capacity development
- In-depth knowledge of types of evaluation approaches (developmental evaluation, realist evaluation, theory-based, etc) and experience working with quantitative and qualitative methods
- Experience in specific thematic areas (e.g, education, health, gender equality and inclusion, youth, advocacy, good governance) is an asset
- At least 8 years of demonstrated experience in leading and managing multidisciplinary and multicultural project teams

IMPROVING PERFORMANCE TO MAKE A DIFFERENCE

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[www.universalialia.com](http://www.universalialia.com)

- Experience working with several of the following: government agencies, UN System, Multilateral Development Banks, NGOs, and/or Private Foundations
- Previous private sector/management consulting experience is an asset
- Experience conducting evaluation and/or technical assistance mandates, in several of the following geographic areas: Africa, the Middle East, Asia, in North America, Latin America, the Caribbean or the Pacific

### Your profile

- Motivated to expand your consulting practice by working with teams
- Demonstrated technical leadership and experience in developing winning proposals
- Able to work under pressure and manage multiple priorities
- Ability and willingness to challenge ideas constructively and effectively
- Strong project/program and people management
- Excellent communication and presentation skills (sensitive to multicultural and multilingual settings), including effective use of virtual communications approaches
- A global and multicultural perspective as evidenced by past experience living or working outside of Canada.
- Native (or equivalent) fluency in French and English, both written and spoken, with ideally a third official UN language
- Post-graduate degree in a relevant field
- Available for international travel, as required and when possible, within the context of Covid-19

### Team and culture fit

- You have outstanding communication skills and love teamwork
- You are interested in longer-term career opportunities in Universalialia
- You are committed to Universalialia's core values of respect, equity, integrity, innovation, and excellence in delivering services to support our clients in their progress towards the Sustainable Development Goals

### Our Employer Value Proposition:

- Excellent opportunities for personal and professional development
- Work in a dynamic international environment and ongoing on-the-job training
- Attractive remuneration package commensurate with experience and performance

### How to apply?

Please send your resume and cover letter to the following address: [cv@universalialia.com](mailto:cv@universalialia.com)

Please ensure that you indicate the position you are applying for in your subject line

We thank all applicants for their interest, but only qualified candidates will be contacted

Deadline for applications: **February 9**

Expected start date: **March 2022**

*If this position isn't right for you, we would appreciate if you could circulate within your networks.*