

**Job Announcement**

**Program Evaluation Advisor**

The Center for Victims of Torture is hiring a Program Evaluation Advisor to be responsible for coordinating and implementing research and program evaluation initiatives relating to the effectiveness of international programs for survivors of torture. The Program Evaluation Advisor supports and collaborates with field-based monitoring and evaluation officers in the collection, storage, analysis and reporting of client and program data. The Advisor assists in using knowledge gained through evaluation and research for program design and disseminating results to advance knowledge in the field.

**Organization:**

The Center for Victims of Torture works toward a future in which torture ceases to exist and its victims have hope for a new life. We are an international nonprofit dedicated to healing survivors of torture. We offer rehabilitation services to those who have been tortured, train partners around the world who can prevent and treat torture, and advocate for human rights and an end to torture. We are headquartered in Minnesota with offices in Africa and the Middle East.

**Responsibilities:**

* Program Evaluation Implementation: Conduct regular site visits to programs to maintain program evaluation system, review current program evaluation practices, recommend enhancements, and implement new program evaluation initiatives. Maintain systems to ensure data quality and protection. Effectively utilize data from international programs to inform program monitoring and reporting.
* Intervention Research: Collaborate with program and research staff to implement research to evaluate the effectiveness and impact of projects and interventions. Manage small research projects including design, collection, storage, and analysis of research data.
* Development of Measures and Evaluation Tools: Collaborate with other research staff to develop measures and other program evaluation tools.
* Build Capacity of Program Evaluation Staff: Deliver coaching and training on program evaluation measures and methods, including data collection, data entry, measure creation and implementation, interviewing skills, data analysis, and development of proposals and reports.
* Knowledge and Data Dissemination: Advise program leaders on the implications of evaluation and research findings. Develop and deliver trainings to staff and external stakeholders. Analyze data, develop reports, and publish and present on findings from program evaluation and research to advance knowledge in the field of torture treatment and trauma.

**Qualifications:**

Required education, experience, certificates, licenses or registrations

* MA in Psychology, Evaluation, Public Health or related fields in the social sciences, with a strong emphasis on research and/or program evaluation.
* 2 years’ experience in applied research and program evaluation, statistical analysis and measure development.
* Experience working in international settings.

Preferred education, experience, certificates, licenses or registrations

* Experience working with refugees and/or survivors of torture or other gross human rights violations.
* PhD in behavioral or social sciences.

Competencies (Knowledge, Skills and Abilities)

* Sufficient understanding of human rights, health, and mental health constructs to work with teams of practitioners in the development of population and context sensitive methods and measures.
* Strong knowledge of and experience with a range of research and evaluation methodologies, including quantitative and qualitative approaches.
* Sufficient mastery of quantitative methods to be able to conduct and instruct in descriptive, bi-variate and multivariate inferential statistical tests (e.g. repeated measures analysis of variance and regression analysis).
* Sufficient mastery of statistical software (e.g. SPSS or SAS) to be able to conduct and instruct on statistical analysis.
* Experience in applying academic/theoretical ideas and knowledge in concrete, real-world, settings.
* Working knowledge of Microsoft Office suite (Outlook, Word and Excel)
* Significant experience in the interpretation of research findings for use in applied settings.
* Excellent written, verbal and interpersonal communications skills
* Experience writing or collaborating on proposals, grants and reports to funding entities.
* Excellent skills in organization, attention to detail and time management (including the ability to cope with multiple demands, manage priorities and meet deadlines)
* Ability to travel up to 35% time.
* Ability to travel to remote, politically unstable environments lacking in amenities.

**To Apply:** Submit resume, cover letter and salary expectations by October 30, 2016 to <http://cvt.simplicant.com/>

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