



***Broadband Infraco, is a long distance national and international optic fibre connectivity network infrastructure provider based in Radiokop, seeks to appoint a suitable candidate to the following employment opportunity:***

***INTERNAL AND EXTERNAL JOB ADVERTISEMENT***

**PERFORMANCE MONITORING MANAGER**

**12 MONTHS FIXED TERM CONTRACT (PRESIDENTIAL EMPLOYMENT STIMULUS)**

**Key Responsibilities:**

Reporting to the Head of Broadband Fund, the incumbent will:

- Develop performance frameworks, systems, and tools to track project progress, outcomes, and impact indicators.
- Develop comprehensive performance monitoring plans for projects and programs, outlining the objectives, methodologies, timelines, and responsibilities for monitoring and evaluation activities.
- Oversee the regular collection, analysis, and reporting of data related to project activities and outputs.
- Plan and coordinate evaluations of projects and programs to assess their effectiveness, relevance, and sustainability.
- Analyse quantitative and qualitative data collected through performance monitoring systems activities. Interpret findings to assess project performance, identify strengths and weaknesses, and make recommendations for improvement.
- Prepare and present regular reports on project progress and evaluation findings to internal stakeholders, donors, and other relevant parties. Communicate performance results effectively to ensure accountability and inform decision-making.
- Prepare training materials, manuals, and resources to build the capacity of project staff and partners in impact assessment, concepts, methods, and tools.
- Design and develop data collection tools such as surveys, questionnaires, interview guides, and checklists tailored to project objectives and indicators.
- Coordinate with other departments, partners, and stakeholders to integrate impact monitoring into project planning, implementation, and reporting processes.
- Continuously review and refine performance monitoring systems and processes to enhance their effectiveness and efficiency. Stay updated on emerging trends, methodologies, and technologies in the field of performance monitoring.

- Facilitate learning events, workshops, and seminars to promote knowledge sharing, reflection, and dialogue around performance monitoring findings and implications for program improvement.
- Provide strategic recommendations based on performance monitoring findings to inform programmatic decision-making, resource allocation, and policy advocacy efforts.

**Qualification and Experience:**

- Bachelor's degree in a relevant field such as Development Studies, Public Policy, Economics, Statistics, Social Sciences, or a related discipline is typically required.
- Postgraduate Diploma in Monitoring and Evaluation, Impact Assessment or a related field can be advantageous.
- More than 3-5 years' experience as a Performance Monitoring Manager
- Proficiency in quantitative and qualitative data collection methods, as well as data analysis techniques using statistical software such as SPSS, R, or STATA. This includes the ability to clean, validate, and analyse large datasets.
- Strong project management skills, including the ability to plan, implement, and monitor performance monitoring systems activities within project timelines and budget constraints.
- Ability to engage with a wide range of stakeholders including project staff, donors, government officials, and community members to gather feedback, share findings.
- Proficiency in data visualization tools such as Tableau, Power BI, or Excel to create dashboards, graphs, and infographics that effectively communicate performance monitoring results and insights.

Applications and a comprehensive CV to be e-mailed to [careers@infraco.co.za](mailto:careers@infraco.co.za)

Enquiries should be directed to **Ms. Palesa Modisane – Contact Details: 011 235 1600 / 078 287 2004 (Office Hours)**

**Closing Date: 04 June 2024.**

**Broadband Infraco reserves the right not to make an appointment or to make a temporary appointment in accordance with the current organizational requirements. Appointment is subject to verification of the applicant's qualifications and reference checking. Applications received after the closing date will not be considered.**

**Correspondence will be entered into with short-listed applicants only. If you have not heard from us within 4 weeks, you should consider your application unsuccessful. Placement will be in accordance with the Company's Employment Equity Plan. Persons with disabilities are encouraged to apply.**