

VACANCY

PROJECT MONITORING AND EVALUATION (PME)

Defold Mine, a leading mining investment company based in Harare is currently seeking a highly skilled and experienced Project Monitoring and Evaluation Officer to join its team.

Reports to: Business Strategy and Development Manager.

Purpose of the Job: The job exists to develop and implement monitoring and evaluation frameworks for the companies' projects and/or mining operations. This role involves assessing the effectiveness and impact of mining projects, ensuring compliance with environmental and safety regulations as well as adherence to established standards and providing valuable insights to management, improving operational efficiency and sustainability.

Key accountabilities for the incumbent:

- Develop and implement a robust PM&E framework for mining projects, including key performance indicators, data collection methods, and reporting formats.
- Ensure alignment of PM&E frameworks with organizational strategic objectives.
- Ensure adherence to the organization yearly performance plan.
- Monitor and evaluate the entities' performance plan through tracking of departmental key result areas.
- Analyze data to evaluate project performance and outcomes.
- Collaborate with project teams to interpret findings and adjust project strategies as may be necessary.
- Engage with local communities, government agencies, and other stakeholders to gather insights and ensure that their perspectives are considered in project planning and evaluation.
- Ensure PM&E activities comply with local regulations and industry standards related to mining and environmental practices.
- Monitor adherence to social responsibility standards and assess the social impact of mining operations on affected communities.
- Conduct research to enhance the PM&E framework and methodologies used within the whole organization.
- Interact with local communities to understand their concerns, gather feedback, and provide information on project progress and impact.
- Verify the accuracy, completeness, and reliability of data used for project monitoring and evaluation.
- Prepare monthly performance reports for management and ensure departmental adherence to the organization's timelines

The ideal incumbent must possess the following minimum qualifications, competences and experience:

- Bachelor's degree in Monitoring and Evaluation, Project Management, or related field.
- A Master's degree in the relevant field is an added advantage.
- A Diploma or Certificate in Project Management or related field.
- 5 'O' level passes including Mathematics and English language.
- 4-5 years working experience in a similar position
- Exceptional understanding of Government management tools such as Integrated Result Based Management (IRBM).

If you possess the necessary qualifications and experience to excel in this role, please email your application including a cover letter and detailed resume to email: jobs@defold.co.zw :

Addressed to:

The Acting General Manager
Defold Mine (Pvt) Ltd
3 Stokesay Close
Ballentyne Park
Harare

Deadline for applications is 16 January 2025.

We thank all applicants for their interest in joining Defold Mine, but please note that only candidates selected for an interview will be contacted.

N.B DEFOLD MINE IS AN EQUAL OPPORTUNITY EMPLOYER. ALL ASPIRING CANDIDATES ARE THEREFORE ENCOURAGED TO APPLY.