

MOSES MASHINGAIDZE

✉ mosesmashingaidze@yahoo.co.uk

☎ +27 72 930 9308

Pretoria, South Africa

PROFESSIONAL SUMMARY

Distinguished Monitoring, Evaluation, Reporting, and Learning Specialist boasting over a decade of multifaceted experience across development sectors, non-governmental organizations, and consultancy. My expertise lies in the adept design and execution of M&E frameworks, systems, and methodologies. My leadership journey is marked by significant roles within the South African Monitoring and Evaluation Association (SAMEA), where I have served as a Deputy Chair, been a valued board member, and continue to contribute as a legacy member. These roles underscore my commitment to advancing M&E practices and nurturing the next generation of evaluators. I am currently deepening my academic and practical understanding of M&E through PhD studies in Evaluation Studies at Stellenbosch University, with my research focusing on the critical area of M&E system institutionalization in Namibia and Kenya. This blend of practical experience, leadership in professional associations, and ongoing research positions me uniquely to contribute to the evolution of M&E on the continent.

KEY CONTRIBUTIONS & ACHIEVEMENTS

- **South African Monitoring and Evaluation Association (SAMEA):** During the peak of the COVID-19 pandemic, I played a pivotal role in leading SAMEA and its partners in innovating M&E solutions tailored to address emergent challenges. My leadership was instrumental in advancing the initiatives developed, through mentoring Emerging Evaluators and managing rapid evaluation projects, showcasing my commitment to strengthening the M&E community under crisis conditions.
- **Ndlovu Care Group:** As the driving force behind the creation of an automated and digitized M&E system, I provided comprehensive leadership in developing M&E frameworks, including the formulation of theories of change, logic models, indicators, and robust reporting and data collection tools. My contributions led to a promotion from M&E Manager to Head of M&E, culminating in Ndlovu Care Group being honored with the MTN Awards for Social Change in 2022, a testament to our M&E excellence.
- **Africa Health Placements:** I took the initiative to design the organization's M&E framework from the ground up and was instrumental in consolidating the organization's disparate data management systems into a unified, efficient system. This strategic move not only streamlined operations but also drastically reduced system support and maintenance costs by nearly 90%, significantly enhancing operational efficiency and internal capacity.
- **Underhill Corporate Services:** My introduction of ATLAS.ti for qualitative data analysis marked a significant improvement in data analysis and reporting quality. Further, my implementation of reporting dashboards using Power Bi received accolades from stakeholders, demonstrating my ability to leverage technology for enhanced data visualization and stakeholder engagement.
- **Institute of Research and Statistical Services:** Joining IRSS at a pivotal moment, I embraced a challenging role with zeal, leading new projects that were critical to the organization's mission. My successful management of these projects to the stakeholders' satisfaction underscored my capability to navigate and excel in demanding environments, contributing valuable insights and outcomes to the research community.

EDUCATION

- **PhD Candidate - Evaluation Studies** **Stellenbosch University (current)**
Thesis: An exploratory study of the institutionalisation of the national monitoring and evaluation system for Namibia and Kenya.
- **Master of Philosophy in Monitoring & Evaluation (with distinction)** **Stellenbosch University 2021**
Evaluation project: Process evaluation of the Ndlovu Nutritional Units programme
- **Master of Science in Economics** **University of Namibia 2014**
Thesis: An analysis of the impact of external debt on economic growth: The case of Zimbabwe (1980-2012).
- **Bachelor of Commerce Honours in Economics (with distinction)** **Midlands State University 2010**
Thesis: Determinants of economic growth: The case of Zimbabwe

PROFESSIONAL DEVELOPMENT

- Certificate in Outcomes-Based Monitoring and Evaluation Implementation (2017); University of Pretoria
- Monitoring and Reporting (2017); Discovery Fund Training
- Certificate in Fundamentals of Project Management Theory and Practice (2016); Wits University
- Advanced Excel for data analysis (2016); Microsoft Certification
- Monitoring & Evaluation Fundamentals (2016); Data Use for Program Managers (2016); Data Quality (2016); Economic Evaluation Basics (2015); HIV/AIDS Surveillance (2016); Global Health eLearning Centre

PROFESSIONAL MEMBERSHIPS

- The Institute of Risk Management South Africa (IRMSA)
- South African Monitoring and Evaluation Association (SAMEA) – Legacy Board Member

WORK EXPERIENCE

Associate Director – Monitoring, Evaluation, Research and Learning, Johannesburg, South Africa

Data Innovators

September 2023 – Date

- Providing strategic direction for monitoring, evaluation, research, and learning initiatives to ensure they align with our clients' objectives and contribute to their success.
- Collaborating closely with our clients across the continent to understand their unique needs, challenges, and goals, and tailoring our services to meet those requirements effectively.
- Overseeing and guiding a team of professionals, including researchers, evaluators, and data analysts, to ensure the successful execution of projects and delivery of high-quality results.
- Providing training and capacity-building support to clients and team members, empowering them to develop and implement effective monitoring and evaluation strategies.
- Continuously exploring innovative approaches, technologies, and best practices in monitoring, evaluation, research, and learning to enhance the quality and impact of our services.
- Ensuring that all deliverables meet high-quality standards and adhere to ethical research and evaluation practices.

Head of Monitoring and Evaluation, Limpopo, South Africa

Ndlovu Care Group

June 2020 – August 2023

- Provide leadership and technical expertise across all programme pillars to ensure that M&E is more systemised as a standard part of programme management.
- Work closely with a diverse group of technical people including doctors, scientists, lab technologists, accountants, pharmacists and programme managers to strengthen evidence use of data to inform operational and strategic decision making.
- Contribute to the development and implementation of the organisation's thought leadership and knowledge management agenda.
- Part of the Ndlovu Research Council, which oversees all content issues concerning research, clinical trials, academic research, possible publications, and new initiatives etc.

Monitoring, Evaluation and Reporting Manager, Limpopo, South Africa

Ndlovu Care Group

July 2019 – May 2020

- Participated in the design of the M&E strategy, planning and implementation
- Developed M&E frameworks including theories of change, logic models and tools for all projects
- Advised on setting appropriate indicators and strategies for data collection, verification, collation, analysis and reporting for the various stakeholders
- Assisted with opportunities for M&E future funding & participate in the development of grant concept notes/proposals
- Led the development of an MER system including implementation of proper data verification management systems

Strategic Information Manager, Johannesburg, South Africa

Africa Health Placements

March 2017 – June 2019

- Provided data management expertise including database creation, data entry, data cleaning, quality assurance, analysis and reporting
- Gathered data according to the defined approach and produced data reports for internal programme monitoring and to meet donor requirements
- Maintained information management systems, support system users and highlighted system breakdowns
- Located and defined new process improvement opportunities

Monitoring and Evaluation Specialist, Johannesburg, South Africa

Africa Health Placements

February 2016 – February 2017

- Designed and implemented the M&E plan and framework including theories of change, logic model, tools etc.
- Monitored all project activities, expenditures and progress towards achieving the project outputs, outcomes and impact
- Developed ToRs for project evaluations and assist external evaluators in conducting project evaluations
- Suggested strategies to the Project Management team for improving the efficiency and effectiveness of the project by identifying bottlenecks in completing project activities and developing plans to minimize or eliminate such bottlenecks.

Data Analyst, Pretoria, South Africa

Underhill Corporate Services

January 2014 – December 2015

- Worked with Research Analysts to define key source data, required reporting metrics, assess the status of existing reporting capabilities and worked with teams on go forward solutions
- Performed data quality audits to maintain and assure data integrity
- Interpreted data, analysed results using statistical techniques and provided ongoing reports

Economics Lecturer, Windhoek, Namibia

University of Namibia

February 2013 – December 2013

- Delivered a range of teaching and assessment activities, including lectures and tutorials directed towards the delivery of subjects at undergraduate level.

Research, Monitoring and Evaluation Manager, Windhoek, Namibia

Institute of Research and Statistical Services

June 2010 – December 2012

- Implemented training, research and M&E activities which encompassed creating study designs, tools development, statistical analyses and interpretation, reporting and results dissemination including the management of the entire M&E, Research and Training budget.
- Provided technical assistance to the documentation of the project best practices and facilitated the use of data for project improvement and other policy making purposes

Junior Economist, Harare, Zimbabwe

Kingdom Bank

January 2008 – May 2009

- Conducted economic research and analysis
- Contributed to the preparation of periodic analyses and reports

REFERENCES

References available upon request