



<b>Job title</b>	Results-Based Manager
<b>Reports To</b>	Executive Officer
<b>Location</b>	Pretoria. The candidate must have the necessary approvals to work and live in South Africa.

<b>About the role</b>
-----------------------

AFROSAI-E is seeking an experienced Results-Based Management (RBM) Manager to join our dynamic team and help drive organisational excellence through strategic performance management. Reporting to the Executive Officer, the RBM Manager plays a key role in supporting AFROSAI-E's efforts to strengthen organisational performance and accountability.

This position is responsible for coordinating and maintaining systems and processes that enable evidence-based planning, performance monitoring, and the reporting of results. The RBM Manager works closely with internal teams to ensure that organisational activities remain aligned with strategic priorities and contribute to measurable outcomes. The role also includes supporting member Supreme Audit Institutions (SAIs) by providing technical guidance and contributing to the management of regional capacity-building initiatives aimed at enhancing their own RBM practices.

<b>Responsibilities</b>
-------------------------

**Organisational Results-Based Management (RBM)**

- Lead the development and coordination of the Secretariat's strategic plan, annual operational plans and work programmes using RBM principles.
- Design, maintain and refine the Secretariat's RBM framework, including theory of change, logical frameworks, performance indicators and data collection methodologies.
- Ensure integration and coherence across planning, monitoring, evaluation and reporting processes to support evidence-based decision-making and adaptive management.
- Oversee the development and effective use of planning and reporting tools (for example, dashboards, templates and databases).
- Define and update performance measures across outputs, outcomes and impacts.
- Analyse and report on progress in strategy implementation, identifying gaps between organisational priorities and member SAI needs.

### **Monitoring and Evaluation (M&E)**

- Use the M&E framework to track performance against strategic and annual operational plans.
- Monitor implementation progress, collecting and analysing data on activities, outcomes, and impacts.
- Lead the synthesis and presentation of performance data to inform strategic and operational decision-making.
- Manage internal and external evaluations, including mid-term and end-of-strategy reviews.
- Produce timely and relevant reports aligned with the Secretariat's reporting cycles and communication strategies.
- Continuously refine M&E tools and methodologies to ensure their relevance and accuracy.
- Maintain and enhance performance dashboards for internal use and external reporting.
- Conduct needs assessments to inform planning and prioritisation of capacity-building for member SAIs.

### **Reporting and Organisational Learning**

- Manage the preparation of internal and external reports, including donor, annual, and relevant Governing Board reports.
- Promote a learning culture by facilitating performance review sessions and sharing lessons learned and good practices.
- Translate M&E findings into actionable insights and recommendations for improving programmes and organisational effectiveness.

### **Support to Member SAIs**

- Provide technical assistance and advisory support to SAIs in designing or strengthening their RBM practices.
- Manage the development and delivery of regional RBM capacity-building initiatives (e.g., toolkits, guidelines, workshops, and peer learning).
- Work collaboratively with the Institutional Capacity Building and other technical units to embed M&E into SAI support programmes.

### **Collaboration and Representation**

- Liaise with donors, partners, and other stakeholders to ensure alignment with reporting and accountability requirements (in line with management expectations).
- Develop clear log frames that are measurable.
- Represent AFROSAI-E in relevant regional forums and working groups focused on RBM.

**Qualifications & Experience**

- A relevant four-year degree with formal knowledge of RBM (a master's degree advantageous).
- A minimum of five years' experience in results-based management, preferably within reputable national or international organisations.
- Programme or project management experience will be an advantage.
- Working experience with digital RBM systems.

**Knowledge & Skills**

- Result-based management
- Strategic and operational planning
- Financial management and internal control
- Risk management principles
- Information management and strategy development
- Development of performance Indicators
- Quality assurance
- Stakeholder engagement

**Other requirements**

- Fluency in English (written and spoken).
- Valid driver's licence.
- Willingness to travel extensively.

**Details for applications**

- This position offers a market-related salary.
- Wilna Degenaar is the designated contact person for this opportunity.
- Interested candidates should complete the application form and submit it along with a cover letter in support of their application to [wilna@afrosai-e.org.za](mailto:wilna@afrosai-e.org.za).
- The closing date for applications is 15 August 2025.