

Position:	Evaluation Specialist
Function:	Independent Evaluation Unit
Reports to:	Head, Independent Evaluation Unit
Level:	IS-3/IS-4 POOL

The Green Climate Fund (GCF) is a multilateral fund created to make significant, ambitious contributions to the global efforts to combat climate change. GCF contributes to achieving the objectives of the United Nations Framework Convention on Climate Change (UNFCCC) and the Paris Agreement. In the context of sustainable development, GCF aims to promote a paradigm shift towards low-emission and climate resilient development pathways by providing support to developing countries to limit or reduce their greenhouse gas emissions and to adapt to climate change, while accounting for their needs and supporting particularly those that are vulnerable to the adverse effects of climate change. The GCF is governed by a Board, composed of an equal number of members from developed and developing countries.

The Independent Evaluation Unit (IEU) of the GCF is mandated by the GCF Board under paragraph 60 of its Governing Instrument to inform its decision making. The IEU has a mandate for both an accountability function and for supporting learning. These are central to the GCF as a learning organization as also laid out in its Governing Instrument. The IEU has several objectives:

- (a) Inform decision-making by the Board and identify, disseminate lessons learned; contributing to guiding the GCF and stakeholders as a learning institution, providing strategic guidance;
- (b) Conduct periodic independent evaluations of GCF performance to objectively assess the results of the GCF and the effectiveness and efficiency of its activities;
- (c) Provide evaluation reports to the Conference of the Parties to the UNFCCC and the Paris Agreement for purposes of periodic reviews of the Financial Mechanism.

**Position Objective** *(Summary of placement in the function and broad responsibilities)*

The IEU is recruiting an Evaluation Specialist. Under the overall guidance of the Head of the Unit, and reporting to a designated staff member, the specialist will form a core part of the IEU and undertake evaluations in the IEU workplan. Specifically:

- a) **IEU Evaluation** – The Evaluation Specialist will undertake and, where assigned, lead independent evaluations and evidence syntheses of the GCF’s performance, policies, programmes, and operations as identified in the IEU annual workplan approved by the GCF Board. Responsibilities include evaluation design, data collection, analysis, and the preparation of high-quality deliverables in line with IEU quality standards.
- b) **Analytical and Methodological Contributions** – The Specialist will apply strong analytical, research, and methodological skills to generate and interpret evidence. The role requires the ability to manage and analyse both qualitative and quantitative data, draw insights across portfolios or themes, and contribute to synthesis products that inform GCF learning and decision-making. The Specialist is expected to bring continually updated methodological expertise to the IEU.
- c) **Collaboration and Learning** – The Specialist will work collaboratively with IEU colleagues, GCF Secretariat, and partners in conducting evaluations, ensuring methodological rigour and consistency. The incumbent will also contribute to internal learning and dissemination activities, helping translate evaluation evidence into actionable insights for the Fund and its stakeholders.

In carrying out these responsibilities, the Specialist will uphold the principles of independence, transparency, methodological rigour, and learning that underpin the IEU's mandate and will contribute to strengthening the Unit's overall evaluative capacity. Therefore, advanced **experience and skills with mixed-methods institutional and complex portfolio evaluations** will be essential in this position.

Duties and Responsibilities <i>(Functional statements defining the responsibilities and objectives)</i>		
Purpose	Adapt	<ul style="list-style-type: none"> <li>Undertake, and contribute to leading, the design and implementation of independent evaluations included in the IEU's annual workplan, providing methodological and analytical inputs.</li> <li>Undertake and, where assigned, lead specific components of evaluations and evidence syntheses on GCF strategies, programmes, policies, or operations.</li> <li>Apply rigorous qualitative, quantitative, and mixed-methods approaches in evaluation design, data collection, analysis, and synthesis.</li> <li>Develop and refine theories of change, evaluation matrices, sampling strategies, and analytical frameworks tailored to each evaluation's objectives.</li> <li>Produce well-structured, evidence-based sections of evaluation reports, annexes, and technical papers that meet IEU quality standards.</li> <li>Apply evaluation methodologies and processes appropriate to the GCF context and consistent with IEU principles of independence, transparency, and methodological rigour.</li> </ul>
Engagement	Persuade	<ul style="list-style-type: none"> <li>Collaborate effectively with IEU colleagues, consultants, and external experts in designing and conducting evaluations.</li> <li>Liaise with GCF Secretariat divisions, Accredited Entities, and National Designated Authorities to facilitate data access, information validation, and stakeholder engagement.</li> <li>Contribute to efforts that strengthen evaluation capacity and promote the use of evidence within the GCF and among partners.</li> <li>Support the dissemination and communication of evaluation findings through presentations, briefs, and knowledge-sharing events.</li> <li>Engage constructively with diverse stakeholders to ensure transparency, accuracy, and broad ownership of evaluation processes and results.</li> <li>Promote a culture of learning and evidence use across the GCF, helping translate evaluation findings into actionable recommendations.</li> </ul>
Delivery	Adapt the project cycle	<ul style="list-style-type: none"> <li>Organize tasks between various workstreams (evaluations, policy, data) and deliver within established procedures and resources available;</li> <li>Deliver assigned tasks directly, demonstrating initiative and ownership throughout all stages of the evaluation process. The role requires a hands-on approach, with the incumbent expected to carry out assigned tasks directly rather than through supervision of others.</li> <li>Assess priorities among competing demands, adjudicate between urgent tasks and carry them out responsibly;</li> </ul>

	<ul style="list-style-type: none"> <li>• Undertake assigned tasks with a high degree of self-direction and motivation;</li> <li>• Manage, as required, individuals or teams of colleagues to support the work.</li> </ul>
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Requirements ( <i>Education, experience, technical competencies required of the job</i> )
<ul style="list-style-type: none"> <li>• Master's Degree in political sciences, evaluation, social sciences or related fields.</li> <li>• At least 9 years of relevant work experience in a professional capacity, such as experience in climate change and/or evaluation, within an international organization, development agency, governmental, private sector or non-profit sector;</li> <li>• A first-level university degree in combination with two (2) additional years of qualifying experience may be accepted in lieu of a postgraduate university degree.</li> <li>• The role will require an excellent understanding of qualitative methods, which may include grounded theory, case study research, qualitative syntheses. The Specialist will be able to lead the efforts to ensure reliability, validity and rigour in qualitative data collection and analysis or IEU reports.</li> <li>• Ability to support the establishment and maintaining relationships with key partners – including but not limited to the ability to represent the unit and interface effectively with stakeholders;</li> <li>• Willingness to cooperate with other staff in a team and contribute to a harmonious environment is essential;</li> <li>• Previous experience working in an IFI/MDBs or other UN agencies is desirable;</li> <li>• Fluency in French or Spanish is desirable;</li> <li>• Experience of establishing strong working relationships with colleagues from different functions and cultures. Proven ability to work innovatively within a team environment;</li> <li>• Mature judgment and absolute commitment to confidentiality;</li> <li>• Proven ability to multi-task and deal with high stress situations.</li> </ul>

**Apply by 4<sup>th</sup> January, 2026 until 11:55PM KST on the GCF Careers website:**

[https://jobs.greenclimate.fund/en/sites/GCF-Careers/job/3268/?\\_gl=1\\*15r7lf5\\*\\_ga\\*MTEzOTAwNjQ1My4xNzU5ODE5NTQ2\\*\\_ga\\_R4E8SRK8JR\\*cze3NjUxNjU1MzUkbzMzJGcwJH0xNzY1MTY1NTM1JG02MCR5MCR0MA..\\*\\_ga\\_1G93H3NSBL\\*cze3NjUxNjU1MzUkbzEyJGcwJH0xNzY1MTY1NTM2JG01OSR5MCR0MA..](https://jobs.greenclimate.fund/en/sites/GCF-Careers/job/3268/?_gl=1*15r7lf5*_ga*MTEzOTAwNjQ1My4xNzU5ODE5NTQ2*_ga_R4E8SRK8JR*cze3NjUxNjU1MzUkbzMzJGcwJH0xNzY1MTY1NTM1JG02MCR5MCR0MA..*_ga_1G93H3NSBL*cze3NjUxNjU1MzUkbzEyJGcwJH0xNzY1MTY1NTM2JG01OSR5MCR0MA..)