

KEY COMPETENCIES AND SKILLS FOR M & E PROFESSIONALS



Key skills /Competencies	Description [How to develop skills/ competencies]
Statistical and Analytical skills	These skills are very useful in designing a data collection method and in analysing the collected data of an evaluation. Having a mathematics or statistics related back ground will be an added advantage for this skill. By following good trainings or academic courses, these skills can be nailed up.
Communication skills	<p>This is a very important soft skill for M & E professionals. It is also critical to have good communication and interpersonal skills as most of the times, M & E professionals have to work with diverse group of people who have different back grounds.</p> <p>Further, as a part of communication skills, strong writing and presenting/ public speaking skills are important. These skills are very useful in presenting the finding of an evaluation as a report or an oral presentation in front of a team.</p>
Project Management	This can be developed by getting experiences from working in the field with experts. Also investing in some form of project management trainings, courses to learn the theory behind different approaches, and how to effectively solve the problems and face the challenges are important.
Adaptation and updated knowledge	<p>Global development sector in which most M& E related careers can be identified, is constantly evolving. Thus, constantly update with related new knowledge and having the ability to adapt to different situations are important.</p> <p>These skills can be developed by joining global networks, volunteering in such networks and working with experts in the field.</p>
Technical competency [Up to date Knowledge in using different technologies]	Becoming rich with knowledge in new technologies is important in M & E, especially in some sectors that use different statistical software to analyse data. Further, having a good knowledge in new technologies is useful as some careers are designed as remote working positions.
Cultural Competency	Evaluators often have to work with people who represent different customs, traditions, and beliefs. It is important to identify the cultural context of particular groups before conducting evaluations. A culturally competent evaluator should be ready to engage with various sections of communities to embrace cultural and contextual dimensions important to the evaluation.