



Monitoring and Evaluation

Leading

Develops and applies fit-for-purpose measures and indicators to monitor policy outcomes. Builds results of evaluation into policy making.

- Promotes the benefits of using high quality evaluation to create a shared understanding of the policy objectives and outcomes.
- Commissions fit-for-purpose monitoring and evaluations, with a focus on working with stakeholders to ensure the findings are credible and useful.
- Understands the value of investing in data collection and measuring, and uses the results of monitoring and evaluation to inform policy advice.
- Can effectively engage with and communicate the key findings, messages, and lessons from monitoring and evaluation to different audiences.
- Builds relationships with evaluation experts to help assess the results.
- Embeds an evaluation culture across the team and agency.

70% on-the-job learning

Attend events run by the Chief Science Advisors forum on policy evaluation.

Regularly scan relevant research and evaluation findings and interpret them for policy insights.

Work with specialists on policy interventions needing evaluation, and institute an appropriate methodology.

Share and present your evaluation findings from specific projects and discuss lessons learned with junior colleagues.

Read the Aotearoa New Zealand Evaluation Association and Superu [Evaluation Standards for Aotearoa New Zealand ANZEA](#) (the full evaluation standards and a summary version of the standards are available).

Read the United Kingdom's Treasury's Magenta Book on [Central government guidance on evaluation](#).

20% learning from others

Work with an evaluation specialist to plan, design, oversee the evaluation of a policy project.

Lead a policy project with a more senior colleague and use methods and approaches to evaluation such as those set out by BetterEvaluation (see [What is evaluation?](#)).

10% formal training

Attend a course on evaluation in public policy such as University of Auckland's [Programme Evaluation: Supporting evidence-informed practice](#).

Attend a course run by the [Aotearoa New Zealand Evaluation Association](#).