



KDC JOB VACANCIES

Kenya Development Corporation (KDC) is Kenya's cross-sector Development Finance Institution (DFI), mandated to drive sustainable socio-economic development through development and infrastructure financing, investment, business support and advisory services to enterprises, projects and commercial undertakings in target sectors in Kenya and beyond.

In fulfilment of its mandate, KDC is currently implementing strategic development projects aimed at expanding access to finance, strengthening enterprise resilience, promoting financial inclusion and supporting sustainable livelihoods. Among these initiatives are the World Bank-supported Supporting Access to Finance and Enterprise Recovery (SAFER) Project and the De-Risking, Inclusion and Value Enhancement of Pastoral Economies (DRIVE) Project, which support Kenya's broader development and economic transformation agenda.

The successful implementation of these strategic projects requires a highly skilled and experienced team. Accordingly, KDC invites applications from suitably qualified and experienced professionals for the following position: -

MONITORING & EVALUATION OFFICER – KDC JG 6

Duties and Responsibilities

- i. Developing and institutionalizing the Corporation's Monitoring, Evaluation and Learning (MEL) Framework, including policies, methodologies, tools, systems and standards for measuring organizational, project and portfolio performance.
- ii. Establishing and operationalizing a Development Impact Measurement Framework for all KDC investments, programmes and strategic initiatives.
- iii. Developing results chains, theories of change, performance indicators, outcome frameworks and impact measurement methodologies for funded projects and strategic interventions.
- iv. Designing and implementing systems for tracking developmental additionality, financial additionality, economic outcomes and sustainability outcomes arising from KDC investments.
- v. Developing monitoring, evaluation and reporting tools and coordinating collection, validation, analysis and interpretation of performance and impact data across the Corporation.
- vi. Conducting baseline studies, impact assessments, thematic evaluations, beneficiary assessments and sector-specific studies to generate evidence for strategic and investment decision-making.

- vii. Monitoring performance of funded projects, programmes and strategic initiatives and identifying implementation gaps, risks, emerging trends and opportunities for corrective action.
- viii. Measuring and reporting on the developmental impact of KDC investments, including employment creation, enterprise growth, industrial development, private sector participation, financial inclusion, value chain development and other socio-economic outcomes.
- ix. Supporting the development and implementation of environmental, social and governance (ESG) performance measurement frameworks and sustainability reporting systems.
- x. Developing and maintaining corporate performance dashboards, impact scorecards, databases and management information systems for performance tracking and reporting.
- xi. Preparing periodic monitoring, evaluation, impact assessment and development effectiveness reports for Management, Board Committees, Government and Development Partners.
- xii. Conducting portfolio reviews and generating evidence-based recommendations aimed at improving project performance, resource utilization, sustainability and development outcomes.
- xiii. Coordinating learning and knowledge-sharing activities arising from project implementation, evaluations, research findings and impact assessments and ensuring lessons learned inform future investments.
- xiv. Providing technical guidance to business units on results-based management, development impact measurement, performance monitoring and evaluation methodologies.
- xv. Undertaking benchmarking studies and reviewing international best practices in development finance, impact investing, sustainability and results measurement to inform institutional improvement.
- xvi. Developing and maintaining a centralized repository of performance information, lessons learned, evaluation findings and development impact evidence.
- xvii. Supporting strategic planning, corporate performance management, performance contracting and business planning through provision of relevant data, analysis and evidence.
- xviii. Coordinating stakeholder engagement processes related to monitoring, evaluation and impact measurement and incorporating stakeholder feedback into continuous improvement initiatives.
- xix. Advising Management on emerging development impact trends, portfolio performance issues, sustainability risks and opportunities for enhancing the effectiveness of KDC interventions.

Qualifications and Skills:

- i. Bachelor's Degree in Economics, Statistics, Monitoring and Evaluation, Development Studies, Project Planning and Management, Strategic Management, Public Policy,

Finance, Commerce, Social Sciences or equivalent qualification from a recognized and accredited institution.

- ii. Relevant professional certification in monitoring and evaluation
- iii. At least six (6) years relevant work experience in monitoring and evaluation, development effectiveness, impact evaluation, results measurement or programme/project evaluation.
- iv. Demonstrated experience in designing and implementing monitoring and evaluation systems, impact measurement frameworks and performance management tools.
- v. Demonstrated experience in conducting evaluations, impact assessments, sector studies and evidence-based performance reviews.
- vi. Knowledge and application of Results-Based Management (RBM), Theory of Change, OECD-DAC Evaluation Criteria, Development Effectiveness Frameworks, Development Additionality Assessment, Impact Evaluation Methodologies, Sustainability Measurement Frameworks and Learning & Adaptive Management Approaches.
- vii. Knowledge of ESG, sustainability measurement and impact investing principles.
- viii. Proficiency in computer applications.

APPLICATION GUIDELINES

Interested and qualified candidates should submit an application letter, detailed CV including at least three referees, copies of academic and professional certificates, testimonials, and a copy of their Kenya National ID. Applications should be addressed to:

The Director General
Kenya Development Corporation
P.O. Box 12665-00100,
Nairobi

Applications should be submitted via email to careers@kdc.go.ke by 21 October 2026.

Only applications submitted via email will be considered. Only shortlisted candidates will be contacted. KDC is an equal opportunity employer committed to implementing Article 232(1) of the Constitution of Kenya. Women, Persons with Disabilities, Marginalized and Minority Groups are encouraged to apply. Canvassing in any form will lead to automatic disqualification