

# ADAM KESSLER

Nationality: British  
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Monitoring and evaluation specialist with experience developing simple, practical results measurement systems for large development programmes.

## PROFESSIONAL EXPERIENCE:

### Co-founder of DevLearn, August 2018 – Present

Worldwide

- DevLearn is a development consultancy specialising in results measurement, communications, and implementation support.
- Designed, marketed, and delivered online training course on results measurement using the DCED Standard. See website at [www.devlearn.org](http://www.devlearn.org). Course was taken by approximately 200 participants over 4 cohorts. For feedback from previous courses, see [here](#).

### Monitoring and Results Measurement Lead at [Enterprise Partners](#), April 2016 – September 2018, Ethiopia

- Member of senior management team at Enterprise Partners, a £40 million DFID-funded private sector development programme in Ethiopia.
- Recruited and managed a six person monitoring team. Supported the team to design and conduct surveys, analyse data, and ensure that data is used for management decision making and reporting. Developed [dashboards](#), value for money reports, quarterly output reports, and led on annual reviews, logframe design and finalisation.
- Took on management of gender and green growth advisors, integrated into monitoring team and supported the development of relevant interventions.
- Received 96% in audit of monitoring system against the DCED Standard, and an A+ in the 2018 Annual Review. The MRM system was praised as “comprehensive and robust”, and “steadfastly committed to transparency and openness”.

### Results Measurement Consultant, April 2012 – April 2016

Worldwide

Contracts included:

#### Business Innovation Facility, October 2013-April 2016

Burma, Malawi, Nigeria, UK

- Head of Global Monitoring and Evaluation for market development programme working in Myanmar, Nigeria and Malawi, with a £37 million budget.
- Responsible for all aspects of monitoring and evaluation including system design, data collection, and management. Supervised four person M&E team based in UK, Myanmar, Nigeria and Malawi.

#### Donor Committee for Enterprise Development, January 2013-April 2016

UK

- Supported the use of the [DCED Standard for Results Measurement](#), a practical framework for monitoring and managing results. Redeveloped [website](#) and updated guidance, conducted webinars and training in the UK and Kenya, and developed guidance for using the [DCED Standard in Challenge Funds](#), [systemic approaches](#), and [evaluations](#).

#### Independent Commission for Aid Impact, Jan 2014 – Mar 2015; Zambia, India, Rwanda, Ethiopia

- Team member for reviews of [DFID's nutrition portfolio](#) and [DFID's approach to impact](#).

#### FoodTrade, August 2013

UK and Tanzania

- Contributed to inception report for evaluation of FoodTrade, a large M4P programme which aims to improve the functioning of staple food market systems in East and Southern Africa.

#### African Enterprise Challenge Fund, February-November 2013

Zimbabwe, Tanzania, Kenya

- Supported AECF M&E team, covering portfolio of over 200 grants to businesses. Created a matrix for prioritising projects for results measurement, revised manual and delivered training to staff and partners on the monitoring system.

- Conducted a pre-audit review of the use of the DCED Standard in AECF Zimbabwe.

**TradeMark East Africa, April 2012 – January 2013**

**Kenya, Rwanda, Tanzania**

- Worked with multi-million dollar private sector development projects to improve their results measurement. These included complex programmes to improve the business enabling environment, develop infrastructure, and streamline trade processes. Wrote [guidelines](#) to provide an accessible introduction to the results measurement system.

**Donor Committee for Enterprise Development, July 2012–July 2013**

**UK, Sierra Leone, Kenya**

- Developed [guidelines](#) for implementing the DCED Standard in conflict affected areas. Conducted field visits to write supplementary case studies on monitoring and evaluation systems in [Somalia](#) and [Sierra Leone](#).
- The guidelines are a "must-have for anyone looking for tools to implement PSD programmes in conflict-affected areas", Enterprise Development and Microfinance Journal, June 2013.

**Electoral Institute for Sustainable Democracy in Africa, August-September 2013**

**South Africa**

- Developed monitoring and evaluation framework for EISA, a democracy promotion institute in South Africa.

**September 2011 – March 2012**

**Ethiopia and UK**

**Humanitarian Leadership and Development Programme, Save the Children UK.**

- Roving Monitoring and Evaluation Coordinator for Save the Children UK's emergency response in Ethiopia.

**November 2010 – September 2011**

**London, UK**

**Project Officer** with Project Harar, a medical charity working in Ethiopia.

**September 2009- August 10**

**Cambridge, UK**

**Student Support Intern** with the Humanitarian Centre, a network of organisations and people involved in international development.

**July-August 2006, 2007, 2009**

**English Teacher** with Manor Courses

**England**

**September-November 2005**

**Volunteer English Teacher**

**Sri Lanka**

**EDUCATION:**

**2015-2018: University of Leicester, England**

Masters by Research (Distinction). Mixed methods research into the effect of industrialisation on the career pathways of workers at special economic zones in Ethiopia.

**2009: Cambridge University, England**

Philosophy and Experimental Psychology BA, First Class Hons

**TRAINING COURSES:**

**2017: Advanced Training in Monitoring and Results Measurement**, a one week course provided by Aly Miehlabrad and Hans Posthumus.

**2013: Computing for Data Analysis and Data Analysis**, (Coursera), a 12 week online course offered by professors at John Hopkins Bloomberg School of Public Health, in statistics and data analysis using R.

**2011: Emergency Operations Programme** (Save the Children UK); training course for field-based emergency personnel, including two response simulation exercises (3 weeks total), security training for hostile environments, radio communications, field first aid, and seminars

**2011: Monitoring and Evaluating in Ethiopia:** 3 days as participant, 2 days as facilitator. I presented topics including Complaints Response Mechanisms, Sphere Standards, and Database Usage.  
**2011: SCI Global Indicators:** 4 days. Delivered session on child participation indicators.  
**2010/11: BOND training courses:** Logical Frameworks in International Development (2 day) and Monitoring and Evaluation (2 day)  
**2005: International House, London:** Certificate in Teaching English as a Foreign Language.

## OTHER SKILLS

### Training and Facilitation

- With a background in English teaching, can deliver entertaining training to participants of multiple background and abilities.
- Have delivered M&E training in Ethiopia, Kenya, Tanzania, Zimbabwe, Malawi, Nigeria, and the UK.

### Writing

- Write clearly and concisely, including blogs (see the [AEA](#) and [Dev Policy](#)), guidance (see the [DCED](#) and [TMEA](#)), case studies (see the [Sustainable Economic and Employment Programme case study](#)).

### IT Literacy

- Proficient with all standard Microsoft Office programmes and SPSS (data analysis software).
- Advanced Microsoft Excel user.
- Proficient with data visualisation using Power Bi.

## PUBLICATIONS:

- Adam Kessler and Will Fairbairn. *Practical advice for selecting sample sizes*. April 2015. (<http://www.enterprise-development.org/page/download?id=2578>)
- Adam Kessler and Jim Tanburn. *Why Evaluations Fail: The Importance of Good Monitoring*. August 2014. (<http://www.enterprise-development.org/page/download?id=2484>)
- Adam Kessler. *Assessing Systemic Change: Implementation Guidelines for the DCED Standard*. August 2014. (<https://bit.ly/2KUYUFm>)
- Adam Kessler (editor). *The 2014 Reader on Results Measurement: Current thinking on the DCED Standard*. February 2014. (<http://www.enterprise-development.org/page/download?id=2367>)
- Adam Kessler. *Measuring Results in Challenge Funds: Practical Guidelines*. October 2013 (<https://bit.ly/2L31O7V>)
- Ben Fowler and Adam Kessler, *Measuring Achievements in Private Sector Development in Conflict Affected Environments: Practical Guidelines. Version II*. August 2013. (<https://bit.ly/2u7arYC>)
- Adam Kessler, *Measuring Results of Private Sector Development in Conflict-Affected Environments: A Case Study of the Sustainable Employment and Economic Development (SEED) Programme in Somalia*, August 2013 (<https://bit.ly/2znoa2i>)
- Adam Kessler, *Measuring Results of Private Sector Development in Conflict-Affected Environments: A Case Study of the Employment Promotion Programme in Sierra Leone*, August 2013 (<http://www.enterprise-development.org/page/download?id=2218>)
- Adam Kessler with Nabanita Sen, *DCED Guides to Results Chains/Measuring Indicators/ Tracking Programme Costs/Managing the System for Results Measurement*, February 2013 (<http://enterprise-development.org/page/implementing-standard>)
- Adam Kessler, *TradeMark East Africa, Monitoring, Evaluation and Learning Guidelines*, August 2012, (Among other topics, they cover developing [results chains](#), [indicators](#), [baseline surveys](#), and [monitoring plans](#).)

References available on request