

Job Posting: Senior Evaluator 2026/01

Version 1.0

Duty station: Indonesia (home-based)

positions: 1

Contract type: PKWT – Full Time

Right to work: Required for Indonesia

Job grade: P4

Start Date: As soon as possible

Application Deadline: 28 February, 2026

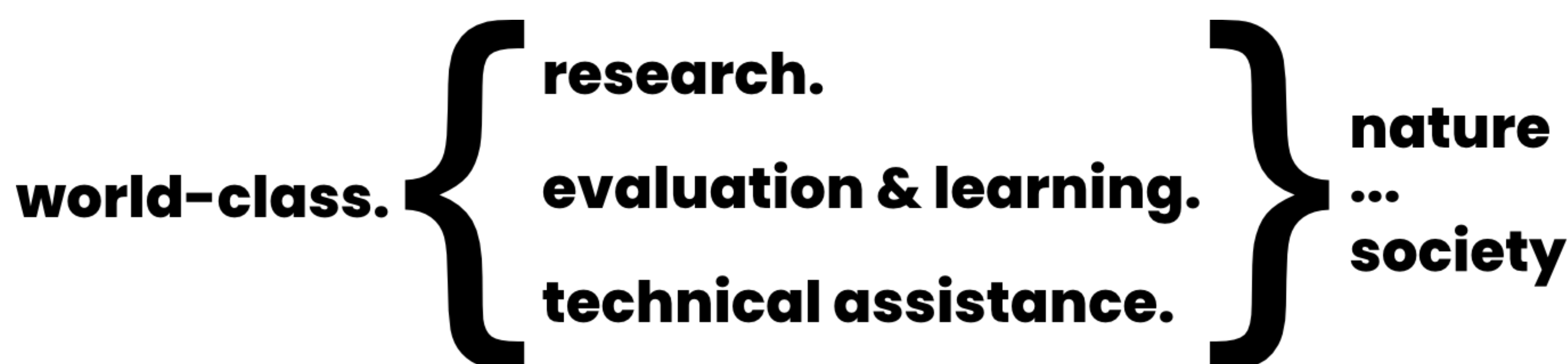
PT Dala Riset Global
TJl. Bumi Ayu, Gang Pungut Sari No.6
Sindu Kelod, Sanur
Denpasar Selatan
Bali 80228

p: +62 8111-3252-11
+62 8111-DALA-11

www.dala.institute

Come and work at our dynamic research and consulting firm designed for 2026 and beyond. Unlock your productivity and potential with our flexible work arrangements and fast-paced, high-quality delivery.

Dala Institute



Values



Dignity: We honor and respect the inherent worth of all that was, is and will be, both the seen and unseen, living and non living.



Excellence: We deliver high quality results, rooted in empirical rigour, and ground our work in diverse voices, critical reflection, and continuous learning.



Integrity: We act independently and ethically, and hold ourselves accountable to people and nature. We respect historical and current contexts.



Equity, diversity & inclusion: We dismantle barriers, champion diverse perspectives, and create opportunities to thrive.

History & Business

PT Dala Riset Global was established in 2018 and acquired Utani Research Ltd (UK), which was formed in 2016. Our clients include global development actors such as Rainforest Foundation Norway, Norad, World Resources Institute, Ford Foundation, IKEA Foundation and others working on consultancies for UNDP, EU, FCDO, and others; and leading research institutions such as IDRC, the Center for International Forestry Research (CIFOR) and the University of East Anglia (UK). We are a dynamic and agile enterprise that is quickly growing to meet the needs of clients worldwide.

Work Culture

We have analysed innovative ways of work and are established to foster unity in mission and independence in delivery. Dala is a team within which staff and consultants have a great deal of autonomy to work how you work best. We value people for people and we know that every person likes to work differently. We offer flexible work arrangements and try to keep the bureaucracy to a minimum so we can all focus on getting our important work done. We are developing a fully consent-based way of working.

**See more about our team
publications, and projects on:
<http://dala.institute>**



We are different

Modern Slavery. Bad. We have a modern slavery policy and a process to screen suppliers based on risk.	Living Wage. Good. We have a living wage policy. We always pay more than minimum wage.	Environmental sourcing. Good. We have an environmental sourcing policy based on risk. Our servers are carbon positive and we prefer suppliers who have environmental policies.
Racism, misogyny, homophobia & discrimination. Bad. We have policies and daily practice that protect the people in Dala and with whom we work against discrimination.	Sexual harassment and abuse. Bad. We have zero tolerance for sexual harassment.	Employee profit-sharing. Good.
Learning. Good. We cultivate an environment of learning and improvement.	Feedback. Good. we cultivate a culture of feedback and learning, and have an annual survey that is incorporated into planning. feedback.dala.institute	Inclusive governance. Good. Everyone in Dala participates in governance.

We take governance seriously. We base our governance model on the following principles:

1. **Effectiveness:** Devote time only to what brings you closer toward achieving your objectives.
2. **Consent:** Raise, seek out and resolve objections to decisions and actions.
3. **Empiricism:** Test all assumptions you rely on, through experiments and continuous revision.
4. **Continual Evolution:** The organisation as a whole and each circle in particular is committed to ongoing feedback and continual learning about governance, communication, and the content of the circle’s work.
5. **Equivalence:** Involve people in making and evolving decisions that affect them.
6. **Transparency:** Record all information that is valuable for the organisation, and make it accessible to everyone, unless there is a reason for confidentiality.
7. **Accountability:** Respond when something is needed, do what you agreed to do, and take ownership for the course of the organisation.

Job description – Senior Evaluator

The aim of this position is to enhance Dala's capabilities, drive innovation, and contribute to the advancement of knowledge of evaluation.

Competencies	Competency Levels	Sample Roles & Accountabilities
Problem-solving	• Synthesize complex information, draw profound examining intricate relationships within data, identify hidden patterns and provide deeper understanding of underlying problems • Comfortable with change, can navigate moderate changes with some autonomy	• Work in teams to both develop and implement projects • Work on several projects simultaneously • React and change course due to new insignia or conditions • Employ critical thinking skills to interpret research findings, identify patterns, and draw meaningful conclusions that contribute to problem-solving efforts
Project/task management	• Manage complex projects including managing resources (time, people, budget) and ensure all project aspects are on track • Take ownership on bigger scale of tasks and projects • Capable of making complex decisions, even in situations of uncertainty or high stakes • Develop and manage budget for small-to-medium-sized projects, with autonomy to adjust budgets as needed	• Design tasks for yourself and participate in the development of tasks for team members • Make decisions within your authority, related to projects and proposals • Develop and monitor project budgets and work plans • Listen to yourself and know when your limits are being neared in terms of level of challenge or time
Stakeholder management	• Capable in conveying complex ideas & information persuasively within internal organisation and to external parties, while actively listen, respond and foster interactions • Proficient in fostering teamwork, resolving conflicts effectively, as well as forming and nurturing positive professional relationships • Excelling in understanding, validating and addressing others' perspectives and able to convey it into solutions	• Interact with potential and current clients and collaborators to better understand their perspectives and integrate them with our work • Develop and nurture relationships with stakeholders to establish trust, credibility, and effective communication channels • Develop a stakeholder plan that outlines the frequency, channels, and content of communication with different stakeholders
Communication	• Demonstrates advance verbal communication skills within research teams and when interacting with clients, effectively conveying complex research concepts and fostering collaborative discussions • Creates well-structured and compelling written content, effectively synthesizing complex research concepts and engaging readers • Present research ideas confidently, using dynamic delivery techniques and interactive approaches to foster audience interaction and interest	• Simplify complex research and findings to make them accessible to non-expert audiences • Use data visualisation techniques to present research findings in a visually appealing and easily understandable manner • Speak at conferences and public workshops about your area of expertise and experience • Communicate effectively within research teams, fostering collaborative and productive work environment

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Competencies	Competency Levels	Sample Roles & Accountabilities
Evaluation	• Explores innovative evaluation approaches that contribute to disciplinary knowledge while leveraging existing methodologies and instruments • Effectively manages complex data collection and able to lead the data collection team to uphold rigorous protocols and ethical guidelines • Reveals hidden patterns and trends through nuanced data analysis, contributing to a field's understanding • Contributing significantly to the advancement of the specialized expertise area within Dala	• Design research and evaluation projects • Talk with your team and external stakeholders about research plan, adjusting as needed • Apply intersectional and multi-method approaches to design and leverage strengths of data methods to elucidate findings • Write research and evaluation reports • Prepare research manuscripts, articles, or reports for publication in academic journals or other outlets • Analyze research data using appropriate quantitative or qualitative analysis
Specialised expertise	• Capable of independently conducting research and analysis within the specialized expertise area	• Continue learning • Apply knowledge to diverse contexts • Use knowledge to generate
Institutional governance	• Mental agility • Willing to use and/or develop voice	• As a developing responsibility of all Dala employees, we are developing engagement of everyone in governance processes. The position holder will participate in meetings and be an equal participant in decision-making about things that affect her/him/them. We reserve time for participating in these meetings, developing and reading background material, and exploring governance innovations. The time required will be variable depending on internal
Learning	• Curiosity • Willingness to learn and teach	• As a new and experimental initiative, Dala reserves 10% of all employee's time for learning and sharing learnings. A learning agenda will be developed together with the position

Job description

Working Relationships:

This position will work closely with peers on dynamic teams on a project-by project basis. They will be a member of our Evaluation Circle.

General Requirements:

All applicants MUST meet the following:

- A masters degree in a field related to evaluation and/or social and environmental issues – PhD is a plus.
- At least ten (10) years of experience and probably up to seven (7) in related work.
- At least five (5) years of project evaluation experience.
- Proficient in English and Bahasa Indonesia with an expert level of writing in both
- Agreement with feminist principles of increasing equality, expanding human choice, embracing diversity, sharing, anti-exploitation, and non-violence
- Good understanding of knowledge management preferred.

Please note, this position is only open for people with **the right to work in Indonesia**. We do not discriminate based on gender, age, sexual orientation or preference, ethnicity, race or religion. You do you and we will accept you. We do discriminate against mean people though, so be nice.

Specialised Roles:

- Provide senior technical leadership for strategic, mid-term, and end-line evaluations.
- Act as Evaluation Team Leader or senior expert in competitive evaluation bids.
- Lead quantitative and mixed-methods evaluation design and analysis; quantitative skills are an asset.
- Ensure methodological rigor, ethical standards, and quality assurance across evaluations.
- Synthesize evidence into clear, actionable findings for diverse stakeholders.
- Mentor junior evaluators and contribute to the development of Dala's evaluation practice.

Salary and Benefits:

This position will be 100% full time, but could be issued at 80% at the option of the successful candidate.

All salary and benefits except medical insurance will be pro-rated and are based on a full-time position. The starting salary range for this position is **27,207,000 to 30,528,306 per month (gross)** paid in Indonesian Rupiah. Income taxes will be deducted and paid according to Indonesian law. Jakarta DKI-based employees are eligible to apply for a 10% premium to compensate for increased cost of living (conditions apply). THR is paid in addition to the monthly salary. All new employees start on a one-year contract.

Other benefits include:

- 20 days of vacation per year
- work from home and flexible locations
- paid leave for volunteering, birthday and personal days
- work-from-home allowance*
- private premium medical insurance
- BPJS Kesehatan and Ketenagakerjaan
- employee profit-sharing is allocated each year (depending on institutional performance)

Working hours are flexible, however, Dala employees are expected to be available for meetings and communications during normal working hours Monday to Friday. We are closed on weekends and holidays.

* in which case employees supply their own equipment and facilities required for work: computer, internet connection and mobile phone.



Job description details

Specialised expertise for this position includes the following, noting that candidates should have good expertise in at least three of the following:

- Energy transitions and energy transitions
- Land-use governance
- Marine governance
- Intersectional approaches to research and evaluation
- Feminist participatory evaluation
- Sustainable/climate finance

The competencies above are the most important requirements for the position. The successful candidate is not required to fulfill all of the competency levels completely, but the successful candidate will be able to demonstrate more than 80% of them. In general, we expect that the successful candidate will have the following experience:

- A masters degree in a field related to evaluation and/or social and environmental issues – PhD is a plus.
- At least ten (10) years of related experience.
- At least five (5) years of project evaluation experience.
- Excellent speaking, listening and writing skills in English and Indonesian

This position is project-based, so the needs, roles and accountabilities will shift over time. For each new or shifting role, the position-holder will have the option to provide input, accept or reject.

We welcome people of diverse backgrounds and experiences. We do not discriminate based on gender, age, sexual orientation or preference, ethnicity, race or religion. You do you and we will accept you. We do discriminate against mean people though, so be nice. We ask that people we work with are in agreement with feminist principles of increasing equality, expanding human choice, embracing diversity, sharing, anti-exploitation, and non-violence

Notes:

- When we say we are different, we are not joking. Dala practices a self-governance model known as sociocracy. It means that all employees are involved in governance of the organisation on a regular basis. This means that no one can focus on their area of technical expertise alone, and must spend time working on collective governance issues.
- We make decisions in small groups with clear domains of decision-making. All staff have autonomy and accountability to small groups of peers. We have no individual hierarchy in the organisation. You will consent to everything that you do.
- This position holder will initially be part of our Evaluation Circle, which is a small group of professionals who focus on the theory and practice of evaluation. Most employees are part of at least two other circles at any one time, that deal with different areas of Dala's work.
- As a rough estimate, this position will spend about 60-70% of their time on evaluation projects and the balance on other institutional issues and learning to which they will have an opportunity to consent.
- If the successful candidate is interested in other areas of our work (technical assistance or research), opportunities may arise to engage in those types of projects. However, the current need is evaluation at the moment. Most employees work on more than one type of project.
- Please take a look at our website to see what kinds of evaluation projects we have done in the past. We generally engage in evaluations that use innovative techniques and answer questions of how and why, and tend not to do check-box or verification types of evaluations.



Job description

Application:

Applications will not be accepted by e-mail or standard post. If you found the job on a job posting site, you must also submit your application to us.

Applications will only be accepted from the link provided on <https://careers.dala.institute>.

Please apply by the deadline on the website with the following attachments:

1. **Your CV.** Please show us what you have done, rather than just putting job titles and organisation names. List what you accomplished. Provide a link to your LinkedIn profile if you have one.
2. **A video no longer than 1 minute** explaining why you are a good fit for this job. Please note that you do not have to show your face or person if you don't want to. We are looking more for content than production quality. If you want to upload a PDF with a link to the video instead of the video itself, you may. If you do, please make sure the video has public access.
3. A cover letter is optional. You may merge it with your CV but you are not required to to, and will not be scored lower if it is missing.

You do not have to disclose (meaning we don't need or really want this information, but is fine if you include it) your:

- age
- gender identity
- marital status or family details
- ethnicity
- religion
- photo

Please DO NOT include (meaning we will be a bit upset and will probably not consider your application because you can't follow simple instructions):

- certificates and transcripts
- identification documents
- other confidential information that is not considered as part of the job application

