

**PERSONAL INFORMATION** Name: Nikola Babic  
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**SUMMARY** Nikola is a proven MRM specialist, manager and trainer. He has designed and implemented a functional MRM systems for large and complex M4P programmes in Serbia, Albania and Nigeria. Nikola has been a partner in the delivery of five online training courses on the DCED Standard. More than 300 development professionals have subscribed to these courses. Nikola has facilitated many regional MRM workshops in Balkan region and presented technical sessions at DCED conferences in 2016. He has run a program through a successful mock DCED audit in 2014. His experience in IT and skills gained in private sector help him to design and implement effective tools which underpin systems and make them functional and user friendly. His systems are user oriented and provide a good base for project strategy improvement.

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**EDUCATION** **MSc General Management** Faculty of Organizational Science / University of Belgrade

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**RELEVANT WORK EXPERIENCE**

November 2017 – Present **Monitoring & Results Measurement Consultant – MAFITA Programme Nigeria**  
 MAFITA is a large-scale, six-year youth employment programme operating in Nigeria's northern states, funded by DFID (36mn GBP) and implemented by Adam Smith International in partnership with City & Guilds and Making Cents. Through a combination of innovative skills development and job creation interventions, MAFITA will support over 60,000 marginalised young people to find employment or become entrepreneurs by 2021.

**Responsibilities:**

- Establishing KRM system in accordance with DCED standards
- Leading and training MRM team to maintain MRM tasks and feed data to Programme Management
- Designing and implementing measurement tools
- Training staff on how to use MRM data to improve programme strategy and interventions performances

July 2016 – November 2017 **Knowledge & Results Measurement Manager – ENABLE 2 Programme Nigeria**  
 ENABLE 2 (Enhancing Nigerian Advocacy for Better Business Environment) is a DFID funded programme (17mn GBP) that aims to strengthen national capacities and helps create better business environment in Nigeria. The programme is implemented by Adam Smith International and Springfield Centre for Development. ENABLE follows a systemic approach and it cooperates with some of stakeholders, including Ministries Departments and Agencies, Advocacy organisations, Media organisations and Research institutions.

**Responsibilities:**

- Redesigning KRM system in accordance with DCED standards
- Leading and training KRM team
- Running programme as a part of Senior Management team
- Training staff on how to use MRM data to improve programme strategy and interventions performances
- Designing and conducting Impact assessment studies

February 2015 – July 2017 **Facilitator and Associate Trainer for MRM and DCED standards – DevLearn Organisation UK**  
 DevLearn offers practical online training on international development. Courses are interactive and participatory, featuring videos, seminars, practice exercises, and group discussions. Participants interact both with the facilitators, and practitioners from around the world. More than 300 International Development Practitioners worldwide attended one of the five training courses.

**Responsibilities:**

- Giving lecturers
- Facilitating Live sessions
- Coaching

March 2016 **Monitoring & Result Measurement Consultant – Helvetas Swiss Intercooperation**  
 Helvetas Swiss Intercooperation initiated right-sizing of Monitoring and Result Measurement systems, which included many webinars and Live events. The findings of these webinars can be found in Putting Theory Into Practice Guideline.

**Responsibilities:**

- Consultant for DCED standards
- Delivering workshop on how to use MRM system for improving programme strategy
- Co-Author of Putting Theory Into Practice Guideline

February 2016 – August 2016 **Monitoring & Results Measurement Consultant – PERFORM Serbia & Albania**  
 PERFORM is an SDC funded programme (5mn CHF) established to strengthen national social science research systems. Its aim is to contribute to socio-economic and political reform processes in Serbia and Albania. The programme is implemented by Helvetas Swiss Intercooperation. PERFORM follows a systemic approach aiming to operationalise key M4P principles in this 'frontier' market. It works with some of stakeholders in the system, including national Ministries of Education and Science, universities, social science research institutes, and civil society organisations.

**Responsibilities:**

- Redesigning KRM system in accordance with DCED standards and Programme needs
- Training staff on how to do and use MRM data to improve programme strategy and interventions performances

July 2013 - February 2016 **Monitoring & Results Measurement Specialist – Private Sector Development Serbia**  
 The Private Sector Development (PSD) programme is a large and complex M4P programme working in the Tourism and Traditional Products (primarily agricultural) sectors across South West Serbia. The programme is funded by SDC in the total amount of 3.3M CHF, implemented by the Regional Development Agency Zlatibor, with technical backstopping support offered by The Springfield Centre.

**Responsibilities:**

- Designing and establishing MRM system compliant with DCED standards
- Preparing and leading team through DCED audit
- Training staff on how to use MRM data to design and improve interventions
- Collecting data and conducting Impact Assessment
- Providing strategic advice to Team Leader

September 2011 - June 2013 **Monitoring & Evaluation Adviser – Private Sector Development Serbia**  
 Private Sector Development Programme in Zlatibor County aims to boost development of Tourism, Livestock and Fruit Sector. The programme started in April 2009 and ended in June 2013. This programme was funded by Swiss Government in the total amount of 1.6M CHF.

**Responsibilities:**

- Redesigning MRM system in accordance with DCED standards
- Supporting staff on how to develop Intervention result's guides (designing KPI, doing calculations and M&E plans)
- Collecting data and conducting Impact Assessment studies

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**OTHER WORK EXPERIENCE**

June 2017 Putting Theory Into Practice – Experiences from market system development projects on 'right-sizing' MRM systems – Co-Author

February 2016 DCED – Bi Annual conference - Presenter

October 2013 - January 2014 SLPD Project - Local products value chain analysis – Co-Author

July 2013, July 2014 Arilje citizens satisfaction with JP Zelen- Author

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**TRAINING**

2014 Results Measurement for PSD by Hans Posthumus Consulting

2014 International M4P workshop by HIS

2014 Regional workshop on MRM and DCED standards by HIS

2013 NLP Business Practitioner Training by NLP Institute

2012 Making Market Work by Springfield Centre

2012 Advanced Project Cycle Management Training by Ileana Maican

2011 Cost-Benefit Analysis by Milica Vukadinović & Dessislava Kovatcheva

2011 Project Management by YUPMA Institute