Employer's Evaluation of Development Worker

supported by CKU

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| --- | --- |
| ***Project title:*** |  |
| **Project number** | **Location of the secondment** | **Secondment period** |
| **Local partner** | **Contact person** | **E-mail** |
| **CKU Member organisation** | **Contact person** | **E-mail** |

 The objective of the development worker program is to promote local capacity and advocacy through the exchange of knowledge and experience. The employer in South is kindly requested to fill in the below evaluation format.

**1. PREPARATION**

Before starting work in the field, the development worker may study national language, culture, religion, history, politics and general development issues, unless he/she is already well prepared in those respects through prior work.

**1.1 How well did you find the development worker prepared?**

 poorly fairly well

Understanding local needs for development: [ ] [ ] [ ]

Understanding national language: [ ] [ ] [ ]

English spoken and written: [ ] [ ] [ ]

**Comments**:

**2. PLACEMENT FULFILMENT**

The DW is supposed to contribute to the general development of the country of service within his/her profession.

**2.1 Please see the attached job description / Terms of reference.**

Was it changed during service? If so, how and why?

**2.2 How did you find the DW’s ability to cooperate attentively and flexibly with persons of a very different background and culture?**

 poor [ ] fair [ ] good [ ]

**2.3 How did you find the DW’s ability to adjust to local church life?**

 poor [ ] fair [ ] good [ ]

**2.3 How did you find the DW's professional competence?**

 poor [ ] fair [ ] good [ ]

**2.4 How was his/her ability to exchange and transfer experience?**

 poor [ ] fair [ ] good [ ]

**2.5 How was his/hers ability to adapt and transfer skills?**

poor [ ] fair [ ] good [ ]

**2.6 How was transfer of know-how and knowledge organized and assured?** (Describe how it was done)

**2.7 How was the DW’s relationship to his/her superior?**

**2.8 Did the DW duly inform you of matters concerning the work, such as travel, vacation etc?**

**2.9 Did the DW have a counterpart (CP)?**

**If so, please give name and qualifications of CP:**

**If so, what were the functions of the DW and the CP respectively?**

**How was the working relationship?**

**How did they utilize the mutual training opportunities (each learning as much as possible from the other)?**

**Was a training programme for the CP defined in writing before the arrival of the Development Worker?**

 Yes [ ] No [ ]

**Was a training programme for the Counterpart defined in writing after the arrival of the DW?**

 Yes [ ] No [ ]

**Has the programme been completed?**

**4. LENGTH OF SERVICE**

The normal length of placement is two years, excluding the period of preparation.

**4.1 How many months did the DW work?**

**4.2 Was this sufficient to achieve the objective set for the placement?**

**If not, why not?**

**How much more time would have been required?**

**5. PLACEMENT OF SPOUSE**

In case of a married development worker, the spouse may be given his/her own defined task to fulfil if wanted by the spouse.

**5.1 Did the spouse get his/her own defined task?**

 Yes [ ] No [ ] Partly [ ]

**5.2 If yes, what kind of tasks did the spouse carry out and how did she relate to the partner organisation?**

**7. OTHER COMMENTS OR INFORMATION**

**..............................................**

***(Date and place)***

**...............................................**

**(S*ignature for the local organisation)***