



# Unpacking the skills required for an evaluator - Learning from the past to prepare us for the future

Anthea Rutter  
Research Fellow  
Centre for Program Evaluation  
The University of Melbourne



# What is an Evaluator?

How do we describe ourselves?

# Brief Synopsis of the Past

Where have we come from?

What defined our origins?

Who were we?

What has been the basis for these thoughts?

# Initially we made the ground by walking



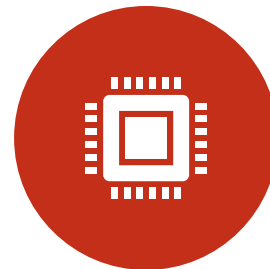
Performance  
Management  
focussed



Development of  
Models and Theories



Range of evaluation  
methods/tools



Greater focus on  
technology

# The AES Fellows

Who are the AES Fellows

How do you become a Fellow?

Where are they from?

What are their backgrounds?

What does it  
take to be an  
evaluator  
today?

Skills Required

Managing Uncertainty

Ethics and cultural sensitivity

Commitment to continuous  
learning

Ability to make judgements

# What are the challenges facing evaluators?



Lack of  
Understanding about  
what evaluation is



No realistic idea of  
how long evaluation  
takes



No idea of cost



Highly political  
environment



Important of  
integrity

# What are the key attributes and skills required?

Greater Focus  
on Stakeholders

Theory still  
important

Familiarity with  
evaluation  
models and  
approaches

Greater focus on  
capacity  
building

Technological  
skills

Variety of  
reporting styles



What key issues should we be thinking about and acting upon?



**ACCREDITATION**



**SOCIAL ISSUES**



**PRACTICE ISSUES**

# Reflections

*“If I have seen further, it is by standing upon the shoulders of giants”*



Clipart Of · 1204571