

Clear Horizon

CURRICULUM VITAE

Zoe Enticott (she/her), Principal Consultant



Overview of Expertise

Zoe is an experienced evaluator and facilitator with particular expertise in education, mental health, disability, and aged care. She is passionate about working in partnership with service users to improve systems and supports and adopts a participatory and trauma-informed approach that elevates the voices of people and communities.

For over ten years, Zoe has worked across the government, not-for-profit and community sectors providing policy, research, and evaluation advice to help design social services and measure their impact. Her key skills include workshop facilitation, theory of change and logic model design, developmental evaluation, impact evaluation, qualitative and quantitative research, stakeholder engagement, and dashboard and written reporting.

Qualifications & Training

2023	Power BI for Impact, Clear Horizon Academy
2022	Trauma-informed Facilitation Training, Process-oriented Psychology
2021	'M' in Monitoring, Evaluation and Learning, Clear Horizon Academy
2020	Evaluation and Value for Money, University of Melbourne
2020	Skill Building in Evaluation: Interviewing Skills, Australian Evaluation Society
2019	Facilitation Training: Bringing your meetings to life, Creative Facilitation
2019	Evaluating Systems Change and Place-based Approaches, Clear Horizon Academy
2019	Commissioning Better Evaluations workshop, Australian Evaluation Society
2018	Excel Essentials Training: Foundations, functions and formulas, Certificate II
2016	Master of Development Studies, University of Melbourne (First Class Honours)
2011	Bachelor of Arts (Performing Arts), Monash University

Project Experience



Monitoring, Evaluation and Learning

- Project Director, Developmental and Outcomes Evaluation of Regional Stewardship of Aged Care, Australian Department of Health and Aged Care (2023 – Current)
- Technical Advisor, Evaluation Framework for Communities for Children Bendigo (2023 – Current)
- Project Manager, Evaluation of Access All Abilities, a program run by YMCA which provides a centralised sports hub for people living with a disability in the Boroondara community (2023)
- Technical Advisor, Impact Evaluation of Story Hubs, a school and community program run by 100 Story Building aimed at developing curious, confident, and engaged learners (2023)
- Project Manager, Evaluation of the School Improvement Business Unit, Tasmanian Department of Education (2022 – 23)
- Project Manager, Impact Evaluation of the Shine-on Nurses Program for community housing provider, Launch Housing who are working to end homelessness (2022)
- Project Manager, Evaluation of the Small Business Project for WorkWell which aims to support small businesses to improve organisational mental health and wellbeing policy and practice (2022)
- Evaluation Advisor, Fire to Flourish, a five-year transdisciplinary program led by Monash University working at the intersection of disaster resilience and community development (2021 – 22)
- Project Manager, Developmental Evaluation of Connect Well, a partnership established to improve the mental health and wellbeing of people in the Outer Gippsland Area who have been impacted by drought and fire (2021 – 22)
- Project Manager, Program Logic and Monitoring and Evaluation Framework for the Victorian Department of Education and Training Student Voice, Agency and Leadership initiatives (2021)
- Project Manager, Monitoring, Evaluation and Learning Framework for the Victorian Department of Education and Training's Skills First Skill Sets Policy (2021)
- Project Support, Evaluation of the Queensland Mental Health Commission's peak establishment project. Partnered with Jo Farmer Consulting (2021)
- Project Lead, Victorian Department of Education and Training's Transforming the First Years of the Teaching Career Pilot project evaluation (2021)
- Project Lead, Monitoring and Evaluation Framework for the Victorian Department of Education and Training's Secondary Mathematics and Science Initiative (2021)



Organisational Impact Measurement

- Project Director, Organisational Monitoring, Evaluation, and Learning Framework for Tasmanian Legal Aid (Current)
- Project Manager, Impact Measurement Framework and Implementation Roadmap for Australian community service provider Life Without Barriers (2022- 23)
- Project Manager, Monitoring, Evaluation, and Learning Framework for BridgIT Water Foundation, a not-for-profit that provides water infrastructure and supply to rural communities in several developing countries (2018)

Policy, Strategy and Research



- Conducted consultations and interviews with over 50 Victorian stakeholders, synthesised key findings and authored a report to support the development of a 4-year Victorian Department of Education and Training Strategy for global learning and engagement (2021)
- Synthesised a wide range of Victorian Department of Education and Training school education data and evidence to author the Strategic Integrated Evidence Reports (2019 – 20)
- Analysed qualitative and quantitative data to generate findings that informed forward planning for the Victorian Department of Education and Training Literacy and Numeracy Strategy (2019)
- Conducted desk-based research and authored a foresights report that contributed to an innovation information database and an international futures foresight workshop conducted by the International Federation of the Red Cross in Japan (2016)
- Conducted mixed-methods research and co-authored a report on emerging trends and future opportunities in the humanitarian sector for the University of Melbourne (2016)

Facilitation, Training and Presenting



- Co-facilitator with Kate McKegg, Creative Evaluation and Engagement, Australian Evaluation Society Pre-Conference Workshop (2023)
- Presenter, National Youth Enhancement Services (YES) Symposium for Orygen Youth Mental Health. Topic: 'Measuring Impact using Qualitative Methods' (2023)
- Facilitator, Theory of Change workshops for the Victorian WorkSafe Transport Strategy (2022)
- Co-facilitator, Monitoring and Evaluation Capability Training Course pilot for the Victorian Department of Education and Training (2021)
- Facilitator, Theory of Change workshop for the Victorian Education and Training School Review initiative (2020)

Positions held

2019-2021	Senior Evaluation Officer, Policy, Strategy and Performance Victorian Department of Education and Training
2018-19	Senior Policy and Project Officer, Schools and Regional Services Victorian Department of Education and Training
2018	Project Officer, Capital Projects – Victorian Department of Health and Human Services
2017-18	Project Officer, Corporate Services Victorian Department of Environment, Land, Water and Planning