OPEN TO EXTERNAL CANDIDATES

Position Title	:	**NAMMTF /MHub Evaluator**
Duty Station	:	Cairo, Egypt
Classification	:	Consultancy
Type of Appointment	:	Two weeks
Estimated Start Date	:	As soon as possible
Reference Code	:	**CFCVs/2017/04**
Closing Date	:	26 April 2017

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

Context:

Human mobility in Northern Africa is characterized by complex movements originating within the region, as well as from other parts of Africa and the Middle East. They involve regular and irregular migrants, including those escaping poverty, discrimination and other human rights violations, those in search of a more dignified life and better opportunities, refugees and asylum seekers, those looking to reunite with family abroad, smuggled migrants, victims of trafficking and unaccompanied minors. People travelling along these routes often experience severe human rights violations. Refugees and migrants are smuggled, trafficked and held hostage for ransom, thereby being subjected to extortion, forced labour, sexual exploitation, slavery-like practices, servitude and torture, sometimes resulting in death. Migrants and refugees are stranded in transit or get caught up in conflicts and remain in situations of increasing vulnerability. State practice and actions of state authorities can include mandatory detention, inadequate conditions of detention, violence and discrimination by border authorities and unlawful and disproportionate use of force.

In recognition of the positive role collaborative approaches among key stakeholders can have on addressing the challenges of mixed and irregular movements in the region, the North Africa Mixed Migration Task Force (NAMMTF) was formed in 2014. The NAMMTF is comprised of a group of agencies1 working on (or with an interest in) mixed migration in North Africa. The Task Force aims to promote a human rights-based approach to ensure the protection of people moving in mixed and complex flows along the North-Eastern Africa migratory route and in North Africa. The main activities of the NAMMTF are to: (i) discuss and develop innovative, efficient and effective responses to meet its goal and in line with its functions; (ii) build partnerships and support dialogue and information-sharing between UN agencies, inter-governmental and civil society organizations, and government institutions. Through coordinated efforts, the NAMMTF aims to foster collaborative approaches amongst key stakeholders to address the serious protection and other issues faced by those using these

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[1] The NAMMTF is comprised of: The International Organization for Migration (IOM), The Office of the United Nations High Commissioner for Human Rights (OHCHR), The United Nations High Commissioner for Refugees (UNHCR), United Nations Children's Fund (UNICEF), United Nations Office on Drugs and Crime (UNODC), the Danish Refugee Council (DRC), Regional Mixed Migration Secretariat (RMMS) and Save the Children's (STC) Regional Office for the Middle East and Eurasia.

routes, with a view to inform policy and programme development.

In support of this, the Task Force has a three tier structure comprised of the (i) 'North Africa Mixed Migration Task Force'; (ii) 'Mixed Migration Hub (MHub)'; (iii) 'Steering Committee'. All three elements of the structure have shared functions, working towards the common goal of the NAMMTF.

The "**Mixed Migration Hub**" (MHub) is an autonomous entity that works on behalf of the NAMMTF. MHub has a twofold purpose: to act as a regional hub for knowledge management, information collection, analysis and dissemination, and research; and to act as the secretariat for the NAMMTF. MHub is currently housed within the IOM Regional Office MENA region.

The **"Steering Committee"** is comprised of the founding members (IOM, UNHCR, OHCHR, DRC, RMMS) and is to act as the central decision making body. The central activities of the Steering Committee are to: lead the development and commissioning of innovative, efficient and effective responses to meet the goal of the NAMMTF; define, steer and set the priorities, objectives, work plans and activities of MHub; and collectively decide upon membership of agencies in the task force, as needed.

IOM has been supporting the NAMMTF and MHub over four phases of the regional project "Addressing irregular migration flows and upholding human rights of migrants along the north-eastern African migration route and North Africa - **NOAH**", which is funded by the US State Department Bureau for Population, Refugees and Migration.

Core Functions / Responsibilities:

This evaluation aims to assess the relevance, effectiveness, efficiency, impact and sustainability of the North African Mixed Migration Task Force structure as specified in its Terms of References and in relation to relevant components under the NOAH project. In this context, the evaluation is expected to assess the extent to which the NAMMTF and MHub have achieved results in relation to the targets set out in NOAH project document under Outcome 1 and Output 1.1.[2]. The approach of the evaluation will be a formative and will assess:

- NAMMTF and the MHub's work and the overall impact made vis-a-vis the Terms of Reference of the NAMMTF.
- The overall added value of the NAMMTF and MHub with regard to increasing knowledge on challenges of mixed migration in the North African region;
- A SWOT analysis of NAMMTF.
- Which components of the NAMMTF were more effective and which ones were least effective.
- A review of organizational, management and, fund raising structures supporting Lessons Learnt.
- Recommendations to strengthen the NAMMTF.

Under ongoing programmes in the Middle East and North Africa (MENA), the international community is engaging with government authorities at the central, regional and local levels to ensure a holistic approach to address irregular migration and upholding the rights of those traveling from and through North Africa.

Evaluation Questions

A complete list of evaluation questions and sub-questions will be developed by the evaluator. The following are the initial list of questions the evaluation is expected to respond to.

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[2] Output 1.1 refers to the deliverables that the NAMMTF and MHUB fall under within in the NOAH project.

- **Relevance**
1. To what extent did the NAMMTF and the MHub respond to the purposes it was instituted for?
2. To what extent does the activities of the NAMMTF and MHub remain relevant to the North African region and the response to mixed migration?
- **Efficiency**
1. Are the management/funding/ coordination mechanisms adequate for the NAMMTF and MHub to reach its intended results?
2. To what extent did the NAMMTF work together to reach its intended target?
- **Effectiveness**
1. What did the NAMMTF and the MHUB achieve in relation to its targets?
2. Which targets were reached and which were not achieved, how and why?
- **Impact**
1. What Impact has the NAMMTF and the MHub make to the regional responses on mixed migration?
2. What contributions can be attributed to the NAMMTF and the MHub in the regional response to mixed migration?
- **Sustainability**
1. How does the NAMMTF and the MHub ensure its sustainability?
2. What plans exist to ensure that the NAMMTF and MHub are sustainable?
- **Lessons Learnt**
1. What are the lessons learnt from past activities and interactions of the NAMMTF and the MHub?
2. What are the lessons learnt in mainstreaming the work of MHub into the programming of the NAMMTF member agencies?

Evaluation Methodology

MHub will share background documents with the selected evaluator to develop a data collection methodology, including: review of existing reports, institutional documents and meeting minutes; in-depth interviews with NAMMTF member agencies, donors and a selected number of recipients of MHub information tools.

For the document review, the following documents will be provided upon execution of the contract:

- Project documents.
- Interim reports and final reports.
- Meeting minutes and key institutional documents.

A work plan with methodology, questionnaires and a list of to be interviewed stakeholders will be shared with MHub and IOM Egypt. This is to allow a timely and relevant planning of the evaluation activities in the field. MHub will support the evaluator throughout the evaluation period and assist in the identification of key partnering stakeholders and beneficiaries, and in organizing the schedule of interviews, focus groups, and field visits.

Deliverables:

The consultant will produce the following:
   a) A revised Terms of Reference for the evaluation, if required.

b) A draft evaluation inception report that includes an evaluation matrix (questions and sub-questions, indicators and data sources) and a work plan proposal with methodology.
c) A final inception report, incorporating MHub and IOM comments and agreed upon work plan,
d) A draft evaluation report.
e) A presentation of the final draft report upon completion of the evaluation exercise for stakeholders comments, including donors.
f) A final evaluation report.

Evaluation work plan

The detailed evaluation work plan will be agreed upon between MHub and the evaluator.

Required Qualifications and Experience

Education

- Completed advanced university degree from an accredited academic institution preferably in Management, Business Administration or related field with five years of professional experience.
- Seven years of experience for candidates holding a first level university degree in project M&E.

Experience

- Previous experiences with IOM and with UN specialized agencies an advantage.
- Experience in liaising with national and international organizations.

Languages

- Fluency in English and Arabic.

Required Competencies

Behavioural

- Accountability – takes responsibility for action and manages constructive criticisms.
- Client Orientation – works effectively well with client and stakeholders.
- Continuous Learning – promotes continuous learning for self and others.
- Communication – listens and communicates clearly, adapting delivery to the audience.
- Creativity and Initiative – actively seeks new ways of improving programmes or services.
- Leadership and Negotiation – develops effective partnerships with internal and external stakeholders.
- Performance Management – identify ways and implement actions to improve performance of self and others.
- Planning and Organizing - plans work, anticipates risks, and sets goals within area of responsibility.
- Professionalism - displays mastery of subject matter.
- Teamwork – contributes to a collegial team environment; incorporates gender related needs, perspectives, concerns and promotes equal gender participation.
- Technological Awareness - displays awareness of relevant technological solutions.

- Resource Mobilization - works with internal and external stakeholders to meet resource needs of IOM.

Technical

- Proficiency in M&E.
- Proved experience in evaluating projects.
- Delivers on set objectives on hardship situations.
- Effectively coordinates actions with other implementing partners.
- Works effectively with local authorities, stakeholders, beneficiaries and the broader community to advance country office or regional objectives.

Other:

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

How to apply:

Interested candidates are invited to submit their application, financial and technical proposal by April 26, 2017 at the latest on www.egypt.iom.int.

In order for an application to be considered valid, IOM only accepts profiles duly completed. Only shortlisted candidates will be contacted.