



International Organization for Migration (IOM)  
The UN Migration Agency

## **OPEN TO EXTERNAL CANDIDATES**

Position Title : **Consultant for Evaluation of the Provision of Voluntary Return Assistance and Reintegration project- AVRR**  
Duty Station : Cairo, Egypt  
Classification : Consultancy  
Type of Appointment : Six weeks  
Estimated Start Date : As soon as possible  
Reference Code : **CFCVs/2017/08**  
Closing Date : 27 June 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:**

In accordance to the agreement between the IOM and the Government of Norway, this evaluation will be conducted to assess the relevance, effectiveness, efficiency, impact and sustainability of the project funded by the Norwegian Ministry of Justice. This project was a contribution to IOM to assist the Government of Egypt in providing a sustainable solution for stranded migrants, by facilitating and assisting with the safe and dignified voluntary return and reintegration of 240 migrants (ex-Egypt, Libya and Tunisia), who wished to go back to their country of origin, but lacked the means to do so. The evaluation will assess how the activities have led to the achievement of the project results and objectives, and will also include suggestions for follow up interventions to ensure sustainability of the achievements and enhancement of future similar IOM interventions. The evaluation should provide a clear understanding of whether the project's objectives have been met.

### **Core Functions / Responsibilities:**

The evaluator will produce the following:

- a) A revised Terms of Reference (ToR) for the evaluation, based on this initial ToR.
- 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 IOM's comments and agreed upon work plan.
- d) A detailed budget for the evaluation activities.
- e) A draft evaluation report.
- f) A presentation of the final draft report upon completion of the evaluation exercise for stakeholders comments, including donors.
- g) A final evaluation report.

### **Realistic delivery dates and details as to how the work must be delivered**

Detailed evaluation work plan including timelines, delivery dates and details will be agreed upon between the focal point at IOM Cairo and the consultant. The overall plan should not exceed a period of three months maximum.

### **Indicators for evaluation questions.**

The below questions are indicative of the types of questions to be addressed in the evaluation:

#### **Relevance**

1. Are the project activities relevant to project objectives and results?
2. What were the economic, social and political challenges, and how did the project deal with them?
3. Have the projects' assumptions been accurate?
4. Which objectives could be built-on further, and which objectives (or project aspects) have not been met, yet are still relevant for the target country because they are relevant to the needs of the project's key stakeholders?

#### **Effectiveness**

1. To what extent are migrants provided with AVRR satisfied with the assistance provided and did it meet their needs? If not why?
2. To what extent were migrants assisted through AVRR to return to the country of origin? What methods of reintegration were used? Were such methods sufficient?
3. What are the main obstacles or barriers that the project has encountered during the implementation of the project? Has the project been successful in addressing these obstacles?
4. On the basis of the project achievements and challenges encountered, what follow-up actions can be recommended/are considered necessary?

#### **Process and efficiency**

1. How appropriate was the project design, in order to achieve project results in the context in which they operated?
2. How coherent and realistic was the intervention logic?
3. What external socio-economic and political factors affected the implementation of the projects?
4. How effectively were the project performances and results monitored?
5. How did the expended funds give the possibility to reach the project objectives/outcomes?
6. Were the project documents sufficiently well designed to identify which impact was expected from the projects?

#### **Impact**

1. To what extent has the project changed the attitudes towards irregular re-migration as a result of reintegration?

2. What type of impact did the project have on the beneficiaries and relevant stakeholders? What do the beneficiaries and other stakeholders perceive to be the impact of the project?
3. Is there a possibility to draw conclusions, in addition to the impact on the target group, on a global impact at the social, political and/or economic level, or on institutional capacity?
4. Can any unintended or unexpected positive or negative effects be observed as a consequence of the project's interventions?

### **Sustainability**

1. To what extent are the reintegration results likely to be sustained in the countries of origin in the long-term?
2. How can the sustainability of the reintegration assistance be strengthened?
3. Identify the most important results, lessons learned, or good practices that should be considered.

## **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 June 27, 2017 at the latest on [www.egypt.iom.int](http://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.