Call for CV / Expression of Interest

Assignment Title : Evaluator Consultant
Duty Station : IOM Cairo, Egypt
Type of Appointment : Consultancy Contract
Estimated Start Date : As soon as possible
Closing Date : 25 February 2020
Reference number : CFCV/2020/01

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, 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.

Evaluation of the project “Consolidate Direct Assistance and Assisted Voluntary Return and Reintegration Services in Egypt (CARE)”
Final External Evaluation

1. Evaluation context.

The International Organization for Migration (IOM) in Egypt’s Migrant Protection and Assistance (MPA) unit focuses on the well-being and protection of migrants in Egypt through the provision of tailored assistance and interventions that focus on sustainable, long-term solutions that address migrant vulnerabilities and the root causes of migration. MPA and its counterparts in other IOM offices around the Middle East and North Africa (MENA) assist more than forty thousand migrants per year through the assisted voluntary return and reintegration (AVRR) programme, various forms of humanitarian and protection assistance, as well as technical support to stakeholders through capacity building, advocacy and awareness raising.

IOM Egypt works to enhance the capacity, knowledge and dialogue on migration and related management and policymaking among states, civil society and other regional stakeholders. Inter-ministerial and cross-border cooperation are pursued to create cohesive, multi-state approaches to transnational crimes such as migrant smuggling and trafficking in persons and increased communication on access to services and the provision of protection and inter-state assistance to vulnerable groups through programmes like IOM’s AVRR and localized assistance activities. Part of these efforts involved the improvement and the preparedness of relevant actors for responses to mobility dimensions of humanitarian crises, particularly addressing the needs of vulnerable migrants and other affected communities. This is part of IOM’s global efforts to ensure safe, orderly and regular migration in full respect of the human rights of all migrants such that migration is beneficial to both migrant and host communities.

From 1 August 2017 to 31 December 2019, the Government of the Federal Republic of Germany contributed to these objectives through the assistance of more than 2500 migrants through the project “Consolidate Direct Assistance and Assisted Voluntary Return and
Reintegration services in Egypt” (CARE). IOM contributed to the protection of migrants through improved access to services and livelihood opportunities while in transit and in countries of return. These aims were achieved through addressing the needs of vulnerable migrants in Egypt, including factors which may impact reintegration for those migrants planning to return, such as skills, individual and family financial situations and the returnees’ emotional and psychological wellbeing. Skills-based trainings were designed to respond to labour market needs assessment recommendations formulated in order to incorporate community-level sustainability in reintegration projects in Comoros.

2. Evaluation purpose.

The overall objective of the evaluation is to evaluate the project’s overall design, management and implementation and to assess if the project has achieved the intended results by analysing project objectives, results and activities, with considerations to the overall objective of the project.

The evaluation is being conducted for use by the donor in order to assess the efficiency in addressing the project objective and to measuring how economically resources/inputs (funds, expertise, time) were converted into results throughout the project life cycle. The evaluation will be also for use by management in IOM to improve the performance of other ongoing projects and best use of project resources based on the findings of the evaluation.

The impact of the project will be assessed through the analysis of the implemented activities.


The evaluation will cover the whole project implementation period from 1 August 2017 to 31 December 2019. The evaluation is expected to cover all project components including:

- Humanitarian assistance provided to migrants in Egypt;
- Assisted Voluntary return provided to migrants who voluntarily desired to return to their country of origin;
- Labour Market needs assessment conducted in Comoros;
- Community reintegration in Sudan and Comoros;
- Individual and community reintegration in Country of Origin;
- Outreach activities and community cohesion events in Egypt.

The evaluator is expected to conduct the evaluation in Cairo, Egypt. Additional information is required from other missions, travel arrangement will be arranged.

4. Evaluation criteria.

Project’s performance will be evaluated according to the OECD/DAC evaluation quality standards based on the criteria of relevance, effectiveness, efficiency, sustainability and impact.

5. Evaluation questions.

The evaluation is expected to respond to the following key evaluation questions under each of the evaluation criterion below:
a) Relevance

- To what extent has the project responded to the priority needs of the target beneficiaries and stakeholders?
- To what extent has the project responded to national priorities in implementing countries?
- To what extent was the programme’s approach to protection and direct services in line with IOM policy on AVRR? (Relevance)
- Did the project respond to the needs of the project beneficiaries and other target groups/stakeholders?

b) Effectiveness

- To what extent were the project activities translated into planned outputs, outcome and long-term goal?
- To what extent did the dedicated migrant assistance facilities improve the access of vulnerable migrants to protection services prior to their return?
- What is the quality of the results/services/products provided?
- 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?
- Are there any factors that prevented beneficiaries and project partners from accessing the results/services provided?
- How appropriate are the project designs to achieve project results in the context in which they operate?
- How coherent and sound the intervention logic based on target country specific needs?

c) Efficiency

- How effectively were the project performances and results monitored?
- Were the projects’ activities undertaken and outputs delivered on time?
- Were the costs proportionate to the results achieved?

d) Impact

- What impact did the project have on the beneficiaries and what are the key project intervention and delivery strategies that contributed to the observed impact if any?
- Are there any unintended positive or negative effects in relation to anticipated results in the project document?
- Did the project take timely measures for mitigating any unplanned negative impacts?
e) Sustainability

- What are the key project activities and benefits that are likely to continue after the project has ended?
- Are structures, resources and processes in place to ensure that benefits generated by the project continue once external support ceases?
- To what extent is the project embedded in institutional structures that are likely to continue addressing migrants' vulnerabilities once external support has ceased?
- Are there functional mechanisms that to ensure continuity of project activities and benefits beyond the project life cycle?
- Do the project partners have the financial capacity and are they committed to maintaining the benefits of the project in the long run?
- To what extent have target groups and possibly other relevant interest groups /stakeholders been involved in the planning/implementation process?
- Gender mainstreaming: the evaluation is also expected to assess the extent to which the project mainstreamed gender in its design, implementation packages and strategies as well as in reporting.

The above are key evaluation guiding questions. The evaluator may propose additional questions that are relevant for responding to collect sufficient data to meet the expectations of the evaluation.


This summative evaluation will be conducted through an external evaluation company. It is expected to use mixed methods approach to collected needed quantitative and qualitative data to assess the project performance in relation to intended short, medium- and long-term results. Efforts shall be exerted to safeguard the inclusivity and engagement of relevant stakeholders to bring out their voice on how they perceived the implementation of CARE project, notably vulnerable migrants, returnees, reintegrated migrants to CoO, host communities, civil societies, government counterparts, community and local authorities' leaders.

The evaluation is expected to use a combination of quantitative and qualitative methods to collect data needed to inform the objective assessment of the project performance in relation to planned results. Minimum expected data collection methods shall include:

1. Desk review to have a better understanding of the circumstances that surrounded the project throughout its life cycle;
2. Field visits in some selected areas in Egypt, Comoros, Ethiopia and Sudan;
3. FGDs with beneficiaries in selected project implementation sites; and
4. Key Informant Interviews with community leaders, relevant authorities, staff involved in the implementation of the project and the management.
The evaluator is expected to develop a detailed methodological approach in close consultation with IOM in order to ensure rigour in the evaluation process and resultant findings and recommendations.

The evaluation processes shall be in line with IOM Data Protection Principles, IOM’s code of conduct, do no harm principles, UNEG norms and standards for evaluations.


The evaluator will be responsible for providing the following:

a) A draft evaluation inception report that illustrates the approach to the evaluation. The inception report should comprise of the evaluation matrix, evaluation data collection instruments and a detailed provisional work plan;

b) A presentation of the preliminary evaluation findings;

c) A draft evaluation report outlining lessons learned and recommendations;

d) A final analytical evaluation report with a summary of the evaluation brief (two pager) that reflect comments and feedback from IOM. The final report should be structured according to IOM evaluation report template that include the following key sections:

- Executive summary
- Introduction
- Context and purpose of evaluation
- Evaluation framework and methodology
- Evaluation findings
- Conclusion and recommendations
- Annexes


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<tr>
<th>Activity</th>
<th>Responsible</th>
<th>Timeline</th>
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<tbody>
<tr>
<td>1-Meetings: project manager/staff/focal points, management.</td>
<td>Evaluator</td>
<td>5 days</td>
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<tr>
<td>2-Desk review of project documents and data analysis</td>
<td>Evaluator</td>
<td>5 days</td>
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<td>3-Report writing and submission of the first draft</td>
<td>Evaluator</td>
<td>5 days</td>
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<tr>
<td>4- Incorporate feedback and submit a final report with a two-pager evaluation brief</td>
<td>Evaluator</td>
<td>5 days</td>
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9. Method of payment:

The final payment shall be issued upon completion of the work and receipt of all the final original involves and final evaluation report that incorporates IOM comments. The payment terms shall be issued per the terms and condition of the Purchase Order (PO) based on the disbursement of satisfactory submission of the final evaluation report and a two-pager evaluation brief with the relevant annexes (100%).

The annexes should include data collection instruments, List of stakeholders interviewed during the evaluation, list of documents reviewed, the evaluation matrix and the evaluation ToR.
10. Required qualifications and experience.
The candidate is expected to demonstrate the following minimum academic background and experience in evaluation:

- Master’s degree in advanced applied research/evaluation methods, economics or any related academic discipline or an affiliation with a research institution or a university; holding a PhD, or being in pursuit of a PhD in a relevant field is an advantage;
- Conversant with the context in Egypt, Ethiopia, Sudan, Comoros and other countries in Horn of Africa;
- Experience in developing and implementing Evaluations with the UN, International NGOs or donors;
- Familiarity with the OECD/DAC and UNEG evaluation framework;
- Strong background in monitoring and evaluation techniques in humanitarian and development contexts;
- Creates a respectful office environment free of harassment and retaliation and promotes the prevention of sexual exploitation and abuse (PSEA);
- Accepts and gives constructive criticism;
- Follows all relevant procedures, processes, and policies related to the organizational principles;
- Meets deadline, cost, and quality requirements for outputs;
- Monitors own work to correct errors or incorporate inputs;
- Takes responsibility for meeting commitments and for any shortcomings;
- Experience in evaluating programmes addressing migration governance and familiarity with migration dynamics in North Africa particularly Egypt;
- Experience in gender analysis and knowledge of English, French and Arabic is an advantage.

11. Application procedure/ How to Apply.
The interested consultant should submit a technical proposal with a detailed evaluation methodology, provisional work plan, and the overall approach to the evaluation and an all-inclusive budget proposal no later than Tuesday the 25th of February 2020 to IOM Egypt website www.egypt.iom.int. Late submissions will not be considered. The submission should include the followings:

- A technical and financial proposal;
- A cover letter;
- A detailed CV;
- Two references;
- An example of a recent evaluation report.

When evaluating the competing applicants, IOM will consider the written qualifications/capability, the information provided by the applicants, and any other information obtained by IOM through its research.
Applications with missing documents will be treated as incomplete and will not be considered for further assessment.

Kindly note that for efficiency reasons, only shortlisted candidates will be contacted.

**Posting period**

From 11.02.2020 - 25.02.2020