



International Organization for Migration (IOM)
The UN Migration Agency

Call for CV / Expression of Interest

Assignment Title : **External Evaluation Consultant**
Duty Station : **IOM Cairo, Egypt**
Type of Appointment : **Consultancy Contract**
Estimated Start Date : **As soon as possible**
Closing Date : **08 August 2022**
Reference number : **CFCV/2022/10**

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.

External Independent Final Evaluation of the project

“EMPOWERING WOMEN, MIGRANTS AND HOST COMMUNITIES IN EGYPT TO COPE WITH THE IMPACTS OF COVID-19 THROUGH MENTAL HEALTH AND PSYCHOSOCIAL SUPPORT SERVICES”

Commissioned by IOM Egypt Country Office

1. Evaluation context

Over the last 30 years, IOM has continuously enlarged its engagement in new fields of concern encompassing a wide range of activities in many programmatic areas such as: labour migration and human development; counter-trafficking; technical cooperation on migration management; migration health; emergency and post-crisis migration management; and resettlement. In line with IOM’s global principle that humane and orderly migration benefits all, IOM Egypt’s overall strategic objective is to support the Government of Egypt and relevant actors to govern migration to effectively maximize its positive impact while minimizing its potential costs on all migrants and society.

This project “**EMPOWERING WOMEN, MIGRANTS AND HOST COMMUNITIES IN EGYPT TO COPE WITH THE IMPACTS OF COVID-19 THROUGH MENTAL HEALTH AND PSYCHOSOCIAL SUPPORT SERVICES**” addresses the urgent need for not only the urgently requested provision of medical equipment for the containment of the COVID-19 spread but also the much-needed Mental Health and Psychosocial Support (MHPSS) services to stranded migrants, refugees, and host communities in the areas of Cairo and Alexandria, with a focus on the vulnerable groups, especially women and children. It also aims at the crucial provision of technical and financial support to Egypt’s National Response Plan to COVID-19, given the identification of the alarmingly fast deterioration of physical and mental health of the population since the beginning of the pandemic. The assistance is conceptualized to engage with already existing national and local structures for the efficient distribution of support and medical equipment to prevent the spread of the virus, while also mitigating the increasing mental health risks, through partnerships with key actors as the Ministry of Health and Population (MoHP), Ministry of Youth and Sports (MoYS), Japan International Cooperation Agency (JICA) and several community-based organizations, among others. This projects also expects to improve the living conditions of those most affected through the provision of Business Skills Trainings (BST) as well as hydroponic systems and agro-cultivation to secure livelihoods. The proposed activities are part of a humanitarian response

plan, and given the nature of mental and psychosocial health conditions and the time these interventions require considering that are expected to continue, if not increase, in 2022, they must be addressed urgently.

The project is implemented in Cairo and Alexandria, which are two of the main areas where migrant population reside; the project duration is 12 months.

this project aims to firstly enhance the capacity of the MoHP in the fight against COVID-19, while also increasing the protection systems for the most vulnerable. At the same time, the project addresses the identified widening gap between the urgent needs for MHPSS services for migrants and other vulnerable groups, and the lack of national and local structures that have both the capacity and the resources necessary to serve the population. At the governmental level, Egypt's national COVID-19 Response Plan does not include a MHPSS dimension, in both short and long term, leaving those requiring them unattended. Additionally, the GSMH has expressed a lack of technical and financial resources, as well as a great interest to collaborate with IOM to support the national services.

This is achieved through the below interdependent outcomes:

1. National stakeholders and services have enhanced their MHPSS services and capacities through improved accessibility, capacity building and donation of medical equipment and medications.
2. Comprehensive MHPSS services and community support systems are in place to respond and protect vulnerable migrants.
3. Increase confidence and feelings of self-worth of targeted vulnerable and at-risk communities supporting large numbers of migrants through income-generating activities.
4. Community cohesion between migrant populations and host-community members in vulnerable/ at-risk host communities is enhanced.

2. Evaluation purpose

The final evaluation is being conducted to assess the extent to which the project was successful in achieving the set short, medium and long-term goals. The evaluation is also expected to document the elements that worked well and those that did not work and under which circumstances. The evaluation is also expected to document lessons learnt, highlight best practices and challenges, and provide programming and advocacy recommendations to be integrated in future project development processes. The evaluation findings will be used by IOM and its partners to make case for follow up funding with current and other donors.

3. Evaluation scope

The evaluation will cover the entire period of project implementation (March 2021 – March 2022) of the **“EMPOWERING WOMEN, MIGRANTS AND HOST COMMUNITIES IN EGYPT TO COPE WITH THE IMPACTS OF COVID-19 THROUGH MENTAL HEALTH AND PSYCHOSOCIAL SUPPORT SERVICES”** project up to the time of the evaluation. The evaluation will address all project components including Capacity building of national stakeholders including the MoHP, and the GSMH, Provision of MHPSS services to vulnerable migrants, marginalized and affected groups and specific categories of survivors with severe mental disorders, pre-existing conditions or magnified by the pandemic and Mental health promotion among migrant communities.

4. Evaluation criteria

The evaluation will assess the performance of the project against the OECD-DAC criteria of relevance/appropriateness, effectiveness, coherence efficiency, and sustainability. The evaluation is also expected to assess the extent to which the project integrated cross-cutting issues of gender and human rights and the environment. Since this is the endterm evaluation, the evaluation is expected to focus on implementation process and the final outcomes, looking at the extent to which the project meets the relevant guideline in terms of project delivery quality.

5. Evaluation questions

The below questions are indicative questions to be addressed in the evaluation under each evaluation criterion:

Relevance

- to what extent were project objectives and activities relevant to the needs, interests, and priorities of target communities?
- What are the socio-cultural barriers to the approach adopted by IOM Egypt in delivering project outcomes, and how has IOM worked to identify and address these barriers?
- To what extent were beneficiaries/stakeholders involved in the design, planning, implementation, feedback mechanism process of the project?
- To what extent did the project adjust to the needs of migrants during the COVID-19 pandemic?

Effectiveness

- To what extent were the objectives of the project achieved or likely to be attained? What are the barriers to the achievement of project objectives?
- How effective are the monitoring system of the project? How has the project used the information from monitoring activities to improve the quality of the project interventions and inform decision making process of the project?

Efficiency

- Is the relation between input of resources (materials, financial, services, staff etc.) and results achieved appropriate and justifiable?
- To what extent are the project activities contributed to greater efficiencies, cost-savings, and fiduciary controls?

Impact

- To what extent is the program producing intended and unintended results or changes (positive and negative)?
- What are the driving factors for intended and unintended results?
- What is the impact or effect of the project in proportion to the overall situation of the target group or those effected?

Sustainability

- To what extent can activities, models, initiatives, results, and effects be expected to continue or replicate at the conclusion of the project?

Cross cutting issues (Gender, Safety, and Inclusion)

- What kind of gender gaps were identified in context of assistance and protection of vulnerable migrant groups and how did the project manage to tackle those gaps?
- What were the protection measures undertaken in project implementation? How has the project considered gender sensitivity in the implementation?
- To what extent have IOM integrated gender and social inclusion concerns and women protection issues into the design and implementation of its interventions? The evaluator may identify additional questions during the process to better respond to the evaluation purpose.

6. Evaluation methodology

The evaluator will be responsible for developing a detailed evaluation methodology that will be followed to respond to the above evaluation purpose and questions. However, it is expected that a mix methods approach will be followed to get diverse data required to reach an objective assessment of whether the project achieved what was set out to do and draw useful recommendations and conclusions. Data collection methods may include a combination of document review, key informant interviews, surveys, and other data collection methods as necessary to satisfactorily respond to the above set of evaluation questions.

IOM will share relevant background documents and project records as needed by the evaluator or evaluation team. These will include, amongst others, progress, training and other reports, institutional documents, meeting minutes as well as other relevant information products produced during the implementation. The evaluation must follow the IOM Data Protection Principles, UNEG norms and standards for evaluations, and relevant ethical guidelines.

7. Evaluation deliverables

The deliverables expected from the Evaluator include the following:

Deliverables	Description
Inception report	<p>1. The Evaluation consultant will conduct initial desk research and tool review and develop and submit the Inception report that will include:</p> <ul style="list-style-type: none"> - evaluation objectives and key evaluation questions - description of the methodology, data sources, draft data collection tools (preferably against the key evaluation questions and selected indicators) and sampling considerations - limitations and caveats of evaluation - key deliverables, milestones, and timelines - risk management plan - a stakeholder communication and engagement plan - consultation protocols for consulting with vulnerable groups (if applicable) - Logistical or other support required from IOM - Once the report is finalized and accepted, the evaluation consultant must submit a request for any change in strategy or approach to the Project Manager. <p>To be submitted within 15 days after signed contract.</p> <p>2. Feedback by IOM: Within five working days after receiving the inception report.</p> <p>3. IOM Approval of Inception Report and data collection tools: Within one week after review completed</p>
Data Collection and Analysis	<p>4. Field work plan and logistical arrangements</p> <ul style="list-style-type: none"> - Translation of tools - Data collection - Data analysis
Reporting	<p>5. Preliminary findings presentation and verification workshop with partners Summary of interim findings</p> <ul style="list-style-type: none"> - Any emerging program issues or risks (if applicable) - Key tasks for the next stage of the evaluation and any proposed refinements or changes to methodology (if applicable) <p>6. Draft Evaluation Report including the following elements:</p> <ul style="list-style-type: none"> - Executive summary - Background description of the Project and context relevant to the evaluation - Scope and focus of the evaluation - Overview of the evaluation methodology and data collection methods, including an evaluation matrix - Findings aligned to each of the key evaluation questions - Specific caveats or methodological limitations of the evaluation - Conclusions outlining implications of the findings or learnings - Recommendations - Annexes (Project logframe, Evaluation TOR, Inception Report, Study schedule, List of people involved)

	<p>7. Feedback and approval by IOM (Within one week after receiving the inception report)</p> <p>8. Final Evaluation Report with submission of data and analysis incorporating feedback from consultation on the Draft Evaluation Report (First week in June)</p>
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All deliverables are to be written in English and meet good language standards. The final report should meet the standards laid out in the UNEG Quality Checklist for Evaluation Reports.

Note:

- Dates and times for deliverables will be changed upon consultation with the candidate.
- All documents are to be produced in MS Word format and provided electronically by email to the Project Manager.
- Copies of all PowerPoint presentations used to facilitate briefings for the project should also be provided to IOM in editable digital format.

8. Workplan

Below presented is a provisional work plan that will be updated with the selected evaluation consultant.

Activity	Responsible	Timeline
Desk review in preparation for a detailed inception report, including the evaluation matrix and the data collection tools	Evaluator	7 days
Field work	Evaluator	5 days
Data processing, analysis and interpretation	Evaluator	5 days
Preliminary findings presentation preparation and debriefing	Evaluator	2 day
Evaluation report drafting and finalization	Evaluator	10 days
Drafting and finalization of two-page evaluation brief	Evaluator	3 days
Facilitation of the development of the management follow up response to the evaluation recommendation	Evaluator	1 day

9. Evaluation budget payment schedule and

The evaluator’s fee is all-inclusive. The fee may include all cost related to transportation, hotel accommodation, evaluation field trips to project implementation sites, data analysis and report drafting, and any other cost associated with the completion of the evaluation. Disbursement of the evaluation consultancy fees will be paid upon satisfactory submission and approval by IOM of agreed upon deliverable, according to the following disbursement schedule:

- Inception evaluation report – 25%
- Draft evaluation report – 25%
- Final evaluation report according to IOM evaluation template with relevant annexes – 50%

10. Required Qualifications and Experience

The evaluation consultant is expected to have the following minimum qualifications and experience:

- Master’s degree in social research and/or evaluation methods, social science, Development studies, Gender studies or relevant area to the project
- Five to nine years of experience designing and conducting high quality project evaluations
- Proven experience evaluating project addressing public health and migrant protection issues is an advantage

- Demonstrated experience and familiarity with migration dynamics and demonstrated knowledge of the Egyptian context particularly related to migration and migrant vulnerabilities in Egypt.
- Fluency in English and Arabic is required, working knowledge of French is an advantage.

11. Other Requirements

A mixed method approach will be used with qualitative and quantitative evaluation techniques. These will be comprised of

- **A documentation review:** IOM Egypt will provide the necessary documentation, including activity and project reports, M&E tools, financial data, correspondence, specific agreements and/or sub-agreements, technical documentation reports, together with any other documentation that IOM considers important for the evaluation exercise
- **A series of interviews** with beneficiaries, partners, affected and interested stakeholders as well as project management team and other key staff in the implementation of the project as the evaluator deem necessary.

Note:

- The Evaluator will be expected to develop a more detailed evaluation methodology to meet expectations in line with the overall purpose.
- The evaluator must follow the IOM Data Protection Principles, UNEG norms and standards for evaluation, and relevant ethical guidelines.

Required Competencies:

Values

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

Core Competencies – behavioural indicators

- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- Delivering results: produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge: continuously seeks to learn, share knowledge and innovate.
- Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

IOM's competency framework can be found at this link.

https://www.iom.int/sites/default/files/about-iom/iom_revised_competency_framework_external.pdf

Competencies will be assessed during a competency-based interview.

12. Other Information:

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances.

Female candidates with the above qualifications are strongly encouraged to apply.

13. Application procedure/ How to Apply:

The interested candidates are expected to submit:

- 1) A one-page cover letter expressing motivation for applying.
- 2) A detailed resume/CV.
- 3) Recent evaluation report example.
- 4) Technical and financial proposal with all-inclusive itemized budget. the proposal must provide details on the methodology and approach to the assignment.

The proposal must provide details on the methodology and approach to the assignment. Duly completed proposal should be submitted to IOM no later than **08 August 2022** by midnight Cairo time to [Careers | IOM Egypt](#). Late submissions will not be considered and only shortlisted candidates will be contacted.

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.

14. Posting period:

From 26.07.2022 - 08.08.2022