



Call For Application

Position Title: **Project Evaluation Consultant**

Duty Station: **Port Sudan, Red Sea (Remote)**

Classification: **International Consultant (Category B)**

Contract Duration: **One and half Months**

Type of Appointment: **Consultancy**

Estimated Start Date: **As soon as possible**

Closing Date: **18 May 2024**

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.

Primary Responsibility: Conducting the final External Evaluation of the IOM Project funded by the Italian Ministry of Foreign Affairs and International Cooperation: "Contributing to addressing and responding to protection gaps of vulnerable populations in Eastern Sudan affected by the 2023-armed conflict.

IOM seeks a qualified and independent individual evaluator to conduct this final evaluation. The evaluation will be **remote-based**, and the evaluator's fee will be all-inclusive, covering translation services, and all other costs associated with completing the evaluation. While IOM's data collection at the field level in Sudan will be adapted based on stakeholder access, the evaluator must design a methodology that considers the ongoing security situation and limitations on access.

Disbursement of the evaluation consultancy fees will be made upon satisfactory submission and approval of the following deliverables by IOM:

- Inception report
- First draft of an evaluation report
- Final Evaluation Report and Management Response Matrix
- Evaluation brief

The evaluator will closely collaborate with the Project Manager and M&E officer to prepare a detailed management response matrix (IOM to provide the template).

1. **Project Context and Scope:**

The International Organization for Migration (IOM) has been a strong supporter of migrants in Sudan since its establishment there. IOM's programs focus on safe migration and reintegration. They offer Assisted Voluntary Return and Reintegration (AVRR) to help migrants return home safely. They also established Migrant Resource and Response Centers (MRRCs) as one-stop shops for migrant needs in Khartoum, Gedaref, and Kassala.

Eastern Sudan, bordering Ethiopia and Eritrea, is a major entry point for migrants. Many settle in Sudan, while others use it as a route to travel further. The porous borders make migrants vulnerable to exploitation. Additionally, Eastern Sudan is one of Sudan's poorest regions, struggling with food insecurity, limited healthcare, and a protracted economic crisis.

To address these challenges, IOM is implementing a one and half year's project funded by Italian Ministry of Foreign Affairs and International Cooperation. The project will strengthen existing MRRCs, particularly in Gedaref which is seeing an increase in intercepted migrants from Ethiopia. IOM will also create a referral system between Sudan and Ethiopia to better assist vulnerable migrants on both sides of the border. Finally, the project will offer support to the host

communities in Eastern Sudan. This project aims to achieve goals related to safe migration and build resilience of migrants in Eastern Sudan.

In April 2023, conflicts between two warring parties escalated and spread across Khartoum, Darfur, and other states. This disrupted the original project implementation. The project was then re-programmed to include not only migrants, but also internally displaced people (IDPs) and affected host communities in additional states. These new states include the Red Sea, Sennar, and Kosti. Additionally, services provided through the Migrant Resource and Response Centers in Gedaref and Kassala were expanded to meet the increased needs based on the new evolving context.

The project focuses on supporting migrants in Sudan, particularly vulnerable ones. It strengthens MRCs in Gedaref and Kassala, improving services and access for migrants. It also offers AVRR to help migrants return home safely. Humanitarian assistance like food and medical care is provided through MRCs. The project also supports refugees in Gedaref and raises awareness about safe migration. Training programs for MRC staff and officials on migrant protection and border management are offered in both Sudan and Ethiopia. A key element is establishing a referral system between Sudan and Ethiopia to better assist vulnerable migrants crossing the border. Additionally, the project supports school enrolment for migrant children and provides information and protection assistance to seasonal migrant workers.

2. Organizational Department / Unit to which the Consultant is contributing.

The evaluator report to Migrants Protection, and Integration - IOM, Sudan. The project Reducing Vulnerabilities Leading to Onward Movement Among Vulnerable Migrants in Eastern Sudan - Phase II.

3. Tangible and measurable outputs of the work assignment

Expected evaluation deliverables to be produced by the evaluator are:

1. Inception report with a detailed description of the evaluation approach and methodology and detailed work plan. The inception report should also include an evaluation matrix and draft data collection tools and should be written in a way that demonstrates a good understanding of the assignment as outlined in the ToRs.
2. First draft of an analytical evaluation report (IOM will provide the template) supported by annexes of quantitative/qualitative analysis. The report should not be longer than 20 pages including an executive summary but without annexes.
3. Revised analytical evaluation report, reflecting comments/feedback from IOM.
4. Final analytical evaluation report and Management Response Matrix (IOM will provide the template) supported by annexes of quantitative/qualitative analysis. The final evaluation report will focus on an analytical comparison of implementation approaches and achievements of the project and their complementarity. The report shall highlight how the lessons learned from one project have impacted the other similar projects and formulating cross-cutting recommendations that will benefit the sustainability of the overall Migrants Protection and Assistance (MPA) approach.
5. Evaluation Brief (IOM will provide the template)
6. Power point slides and presentation to IOM relevant team on overall findings of the evaluation.
7. All deliverables shall be provided in English and meet good language standards. The final evaluation report should meet the standards laid out in the UNEG Quality Checklist for Evaluation Reports.
8. The scope of work is to be completed by the consultant in about 33 working days, the table below offers an indicative timeline for the tasks involved. The consultant is requested to propose a realistic timeline so that the final products can be delivered within the timeframe.

Activity	Responsible	Timeline
1. Desk review	Evaluator	4 days
2. Preparation and Submission of an inception report including all data collection tools as annex	Evaluator	3 days
3. Data collection and Field Work (remote and non-	Evaluator	10 days

Activity	Responsible	Timeline
remote, depending on security situation)		
4. Presentation of the preliminary findings and recommendations	Evaluator	2 days
5. Preparation and submission of a first draft of evaluation report	Evaluator	7 days
6. Submission of a revised draft evaluation report	Evaluator	4 days
7. Submission of a final draft of the evaluation report and evaluation brief	Evaluator	3 days

6. Performance indicators for the evaluation of results

- More specifically, the evaluation will seek to provide informed answers to the following questions:

Relevance, as the extent to which the project's objective and intended outcomes remain valid and pertinent either as originally planned or as subsequently modified.

- Did the project effectively target and address the needs of target beneficiaries, particularly vulnerable migrants, before and after the 2023 crisis?
- Was the project design aligned with IOM's project development guidelines?
- Is the project well-aligned with IOM's national, regional, and global strategies and the Migration Governance Framework?
- Are additional/complementary activities necessary for future interventions?

Coherence evaluates the consistency and synergy between the intervention and other ongoing development initiatives in the target area.

- Did the intervention complement and avoid duplication with other humanitarian and development efforts? What added value did the project bring compared to these efforts?
- Did the intervention leverage existing resources and capacities?
- Were there any potential conflicts or inconsistencies with other interventions by IOM or other organizations?

Effectiveness assesses the extent to which a project translated resources and activities into its intended short, medium- and long-term results.

- Did the project successfully translate the resources (inputs) into tangible and quality outputs and outcomes in accordance with the stated plans?
- What external socio-economic, political, or other factors impacted the project's performance and achievements?
- Analyze how the 2023 conflict has affected project objectives and the project's ability to adapt to evolving needs and contexts.
- How well did the project adapt to changing external circumstances (e.g., socio-economic, political, security, access, etc.) to ensure the achievement of its intended outcomes?
- Did the Programme management take appropriate measures to counter any unplanned negative effects on target groups (e.g. related to environment, gender, human rights, governance, or others)?

Efficiency is how well human, physical, and financial resources are wisely used to undertake activities, and how well these resources are converted into outputs.

- To what extent were resources (time, funds, staffing, expertise) used wisely and adequately to address the most compelling priorities and achieve the outputs?
- Were the project activities undertaken as scheduled and were outputs delivered on time and in expected quantity? If not, what were the reasons?
- Could alternative approaches have been more cost-effective in achieving the project's objectives?

Impact assesses the long-term changes and positive (or negative) effects brought about by the intervention.

- To what extent did the project contribute to achieving its intended long-term outcomes?
- Did the project bring about any unintended positive or negative consequences?

- Are there any lasting changes in the target population's situation attributable to the project?

Sustainability refers to the durability of the project's results or the continuation of the project's benefits once external support ceases.

- To what extent did the project design and implementation strategies reflect sustainability? Are there resilient mechanisms put in place by the project that are likely to support the continuation of key initiatives put in motion by the project.
- What project activities and benefits are likely to continue if funding ceased?
- Did the project leverage non-project resources for guaranteeing sustainability of project results, including but not limited to other IOM Sudan projects?

Cross-cutting issues: Gender and Human Rights

- To what extent were gender mainstreaming issues considered in project design and implementation?
- Were any barriers to equal gender participation identified in design or implementation, and did the project address these barriers?
- To what extent were the rights and dignity of beneficiaries upheld by the project and its partners throughout the implementation?

The evaluation may identify additional questions during the process to better respond to the evaluation objectives and purpose.

7. Education, Experience and/or skills required.

The evaluator should meet the following minimum qualifications and experience:

- Minimum master's degree or equivalent in social research and/or evaluation methods Monitoring and Evaluation Methods, Public Policy, Development Studies, International Relations, or related field of studies.
- At least 5 years of experience in managing and/or evaluating similar projects or programs.
- Demonstrable experience and familiarity with migration dynamics in North Africa.
- Sound understanding of thematic topics, such as migration management, risk of irregular migration, trafficking in persons, and victim protection, is an advantage.
- Good track records in conducting evaluations and technical and analytical report writing.

Languages:

- IOM's official languages are English, French, and Spanish.
- For this position, fluency in English is required (oral and written). Working knowledge of Arabic is an advantage.

Competencies:

The incumbent is expected to demonstrate the following values and 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 – behavioral 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 of 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.

Application Process:

The interested individual evaluators is invited to submit to IOM Sudan specific documents as stated below:

1. Technical and financial proposals with an all-inclusive itemized budget (*The proposal must provide details on a proposed methodology and approach to the assignment*).
2. Two recent relevant evaluation report examples
3. CV
4. Cover Letter

Others:

- The appointment is subject to funding confirmation.
- Appointment will be subject to certification that the candidate is medically fit for appointment.
- IOM has zero tolerance with discrimination and does not discriminate against HIV/AIDS status.
- This position is open to **all nationalities**.
- **Vacancy close at 23:59 local time Khartoum, Sudan on the respective closing date. No late applications will be accepted.**

How to apply:

- Candidates with the required qualifications can apply through email by mentioning the reference code **CFA 2024 03 (Project Evaluation Consultant)** in the subject line to sudancareer@iom.int with the above-mentioned documents:
- Interested candidates are invited to submit their applications by **18 May 2024**, referring to this advertisement.

Posting period:

[From 12 May -18 May 2024](#)

No Fees:

IOM does not charge a fee at any stage of its recruitment process (application, interview processing, training, or other fee). IOM does not request any information related to bank account.

