



International Organization for Migration (IOM)  
The UN Migration Agency

## **CON # IOM0524-13**

### **Call for Applications**

Position Title : **International Consultant - Monitoring and Evaluation Expert**  
Duty Station : **Homebased**

Classification : **Consultant, Grade Other**  
Type of Appointment : **Consultant, One month**  
Estimated Start Date : **As soon as possible**

Closing Date : **May 27<sup>th</sup>, 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.*

#### **Context:**

#### **Organizational Department / Unit to which the Consultant is contributing:**

Under the overall supervision of the IOM Iran Chief of Mission and direct supervision of the IBG/CT Programme Coordinator, the Monitoring and Evaluation Expert will be responsible for conducting a detailed evaluation of the concluded project IB0028. This role will involve a comprehensive analysis of project outcomes, assessing the impact and effectiveness against initial objectives, and providing insights to guide future projects.

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

##### **1. Comprehensive Project Evaluation:**

- Conduct an in-depth evaluation of project IB0028, assessing its outcomes against the goals and objectives specified in the project documentation.
- Employ a variety of evaluation methodologies to thoroughly measure effectiveness, efficiency, and sustainability of the project initiatives.

##### **2. Data Analysis and Interpretation:**

- Analyse collected data using both quantitative and qualitative research methods to measure project success and identify areas of improvement.
- Utilize statistical tools to interpret data, identifying significant patterns and trends that offer deeper insights into project performance.

### **3. Reporting and Documentation:**

- Prepare detailed evaluation reports that summarize the results, achievements, and challenges of project IB0028, providing actionable recommendations based on the findings.
- Ensure that reports are well-documented, clear, and concise, facilitating actionable insights.

### **4. Presentation to Stakeholders:**

- Effectively communicate the findings from the evaluation reports to internal and external stakeholders, ensuring transparency and understanding of the project outcomes.
- Highlight key successes and challenges, promoting an environment of accountability and continuous improvement.

### **5. Recommendation Development:**

- Formulate specific recommendations for future projects based on insights gained from the evaluation of project IB0028.
- Propose improvements to strategies, methodologies, and practices to enhance the effectiveness and impact of similar future projects.

### **6. Knowledge Management and Learning:**

- Facilitate the integration of lessons learned from project IB0028 into the organization's knowledge management systems.
- Organize workshops or meetings to discuss evaluation outcomes, fostering an organizational culture of learning and improvement.

### **7. Maintenance of Evaluation Archives:**

- Develop and maintain a comprehensive archive of all evaluation-related documents, data, and reports pertaining to project IB0028.
- Ensure all documentation is well-organized and complies with organizational standards for data protection and privacy.

### **8. Stakeholder Engagement and Feedback Incorporation:**

- Engage with project beneficiaries, staff, and other stakeholders to collect feedback on the project's impact and their satisfaction with the outcomes.
- Integrate this feedback into the evaluation reports to provide a holistic view of the project's effectiveness and reach.

## ***Required Qualifications and Experience***

### **Education**

- University degree in International Development, Statistics, Economics, or a related field, with three years of relevant professional experience.

### **Experience**

- Demonstrated experience in monitoring and evaluation of migration, human rights, or border governance projects.
- Strong proficiency in quantitative and qualitative research methodologies.
- Familiarity with statistical and data management software (e.g., SPSS, Stata, R) is an advantage.

## Skills

- Exceptional data analysis and interpretation skills.
- Advanced reporting and communication abilities.
- Strong organizational and project management skills.
- Ability to liaise and interact with Government entities.

## Languages

- Fluency in English is required. A good command of Persian is desirable.

## Notes

- The consultant must adhere to the International Organization for Migration (IOM) Data Protection Principles (IN/138) and maintain confidentiality.

## ***Required Competencies***

The incumbent is expected to demonstrate the following values and competencies:

Values - all IOM staff members must abide by and demonstrate these three values:

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintain 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.
- Courage: Demonstrates willingness to take a stand on issues of importance.
- Empathy: Shows compassion for others, makes people feel safe, respected, and fairly treated.

## **Core Competencies**

- 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.

## Other

- The appointment is subject to funding confirmation.
- Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances. Subject to certain exemptions, vaccination against COVID-19 will in principle be required for individuals hired on or after 15 November 2021. This will be verified as part of the medical clearance process.

### ***How to apply:***

Interested candidates are requested to fill **the Personal History Form** attached and send it together with their **CV** and **cover letter** to the following address:

[IOMTehranRecruitment@iom.int](mailto:IOMTehranRecruitment@iom.int) no later than **27<sup>th</sup> May 2024**. Please take note that the Position number must be referred to in your application/email and/or cover letter in order for an application to be considered valid. Only shortlisted candidates will be contacted.

### ***Posting period:***

From 13.05.2024 to 27.05.2024

### ***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 accounts.