

CALL FOR CV



International Organization for Migration (IOM)
The UN Migration Agency

The International Organization for Migration is seeking qualified Turkish Nationals and non-Turkish nationals holding a valid residence permit for the following position based in Ankara/Homebased, Turkey.

Vacancy Notice Number:	CON#TR/2022/141
Position Title:	Consultant
Classification:	Consultancy Contract
Duty Station:	Ankara/Homebased, Turkey
Deadline of Applications:	30 May 2022
Number of People to be hired	1
Eligibility	Internal & External Candidates

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.

IOM is committed to a diverse and inclusive environment. Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

General Functions:

Commissioned by: IOM Turkey Mission, Integrated Border Management Unit (IBM) and MEAL Unit

Managed by: IBM Unit

Evaluation Context:

The project intends to contribute to the ongoing efforts of the Government of Turkey in addressing the migration flows across the Mediterranean Sea through supporting the SAR operations in order to save lives and further strengthen the protection of refugees and migrants in Turkey's waters. While the migration flows across the Aegean Sea have decreased, they nevertheless continue, are unpredictable, much dependent on the developments in the region, and thus have the potential to increase at any point in time. In other words, the emergency context has not changed, and therefore, the TCG must be prepared for another rise in SAR operations. The Eastern Mediterranean route continues to be among the most travelled today. With a 2,300 km border on the Aegean Sea, Turkey plays a key role as a transit country for migrants heading towards EU countries. Migration flows through the Aegean Sea continue A total of 20,357 irregular migrants have been rescued by the TCG through 624 SAR operations conducted by TCG in 2020, during which a total of 37 life losses have been reported. The notable decrease of migrant deaths in the Aegean Sea compared to 2015-2017 can be partly attributed to the scaling-up of TCG SAR operations under Phase I of the project. However, as mentioned above, should circumstances rapidly change, SAR operations can scale up at any time.

One of the main gaps identified by the TCG includes the need for additional state-of-the-art SAR vessels to patrol the extensive Turkish coastline. The TCG need both state-of-the-art vessels to replace older vessels currently under operation and additional vessels to patrol the vast Turkish coastline and save the lives of migrants in 2018. Likewise, the traditional training of the TCG personnel was not tailored to such a radical change in the Aegean Sea, particularly in relation to dealing with the tragic loss of life on a daily basis. This situation has led to the TCG personnel's capacities being overstretched and missing key skills and knowledge, including how to analyze risks in the field and investigate cross-border crime.

The increased workload of the TCG staff, particularly SAR operations, the circumstances in which these operations usually take place and the provision of support to migrants and refugees on top of their daily job, is not only overstressing the capacities of the TCG personnel but also leaving a psychological strain on all TCG staff involved. IOM helped to establish the first psychosocial program for TCG personnel beginning in 2016 and based on the positive feedback of the activities from TCG Command, it is recommended to continue psychosocial programming. According to TCG psychologists, the psychosocial support provided to TCG personnel during Phase I has reduced burnout, though further efforts should be made to further improve staff well-being. This was also confirmed in the Final Evaluation Report of Phase I.

Therefore, even after the first allocation of six vessels and provision of training and psychosocial programming for TCG personnel by IOM under Phase I in 2016-17, significant resources will need to be allocated in the second phase of the project in order for the TCG to be able to adequately handle SAR operations, the law enforcement part of their mandate, and to ensure that all operations meet international and national obligations of a national coast guard agency. In light of these challenges, the TCG plans to gradually increase the number of operational staff. With additional staff, the TCG will require additional equipment and capacity building for its newly recruited staff, tailored to the new migration challenges that Turkey as a transit country faces.

The outcomes and outputs of the project:

Outcome 1: The TCG has enhanced capacities to effectively conduct SAR operations at sea.

- Output 1.1: The TCG has been provided with state-of-the-art technical equipment and related training to successfully conduct search and rescue operations at sea.

Outcome 2: The Turkish Coast Guard implements an enhanced irregular migration response at sea, with full respect of international and national obligations.

- Output 2.1: The Turkish Coast Guard staff have the skills and knowledge to respond to mass migration flows across the sea, with full respect of international and national obligations.

Outcome 3: The Turkish Coast Guard mainstreams a psychosocial support system to uphold the well-being and prevent burnout of the TCG SAR personnel.

- Output 3.1: A gender-inclusive psychosocial support program consisting of training, interviews, and focus group discussions with Turkish Coast Guard personnel is made available for the agency to provide professional staff care and prevent potential burnout.

The project activities are:

- Procurement of nine Search and Rescue vessels for the TCG.
- Provision of a tailored training program on the use of the supplied vessels.
- Provision of AB-412 Helicopter simulator training for selected TCG staff.
- Conduct “Risk Analysis and Evaluation” training for 45 TCG and Government personnel, including a study visit for 8 TCG staff.
- Conduct “Crime scene photography and visual recording” training for 210 Turkish Coast Guard and government personnel.
- Conduct focus groups and interviews by expert psychologists in each location (such as Bodrum and Cesme) where the TCG personnel is based to identify the source of stress and burnout; Provide gender-sensitive individual counselling and coaching sessions by expert psychologists to the Turkish Coast Guard personnel deployed in the field.
- Conduct one 2-day training session on short-term solution-oriented counselling and support for a minimum of 12 Turkish Coast Guard psychologists.
- Basic Human Rights and Migrant Rights Training
- Profiling Training

Major Duties and Responsibilities:

Evaluation purpose and objective

The objective of this final external evaluation is to assess the relevance, efficiency, effectiveness, impact, coherence, and sustainability of the project activities to support the SAR operations. This included an assessment of the efficiency of the general process (and IOM's oversight thereof), appropriateness and quality of the trainings being developed and delivered, and the psychosocial program's effectiveness. The purpose of this final evaluation report is to evaluate whether the project has achieved its goals, whether the objectives set at the beginning and the situation reached at the end of the project are compatible, to assess organizational effectiveness in implementing strategy the relevance and accountability of a project to intended beneficiaries and to evaluate the quality of the project implementations. The evaluation also aimed to identify best practices for the future and to provide practical recommendations about their integration into ongoing and future projects.

IOM will share the evaluation report with the donors of the project and project stakeholders to demonstrate the value of the project and its impact. Thus, the evaluation will also give an opportunity to the donor and stakeholders to assess the relevance and accountability of the project towards the intended beneficiaries.

Evaluation scope

The evaluation will cover the project period of May 14, 2019- to December 31, 2021, in all of the provinces in which the project has been implemented.

Evaluation criteria

The final project evaluation will use the six main OECD-DAC evaluation criteria: relevance, efficiency, effectiveness, impact, coherence, and sustainability as well as cross-cutting issues of human rights, gender equality and the capacities of the project to adapt to the context of COVID-19.

Evaluation questions

The following key questions will guide the end of project evaluation, to be discussed with the selected evaluator. These may be supplemented by additional, detailed, and specific sub-questions as appropriate and needed in consultation with the IOM team before commissioning the evaluation.

The following key questions will guide the project evaluation:

Relevance

- Do the project's expected outcomes and outputs remain valid and pertinent either as originally planned or as subsequently modified?
- Do the project activities and outputs consider relevant national strategies, policies, and guidelines of TCG and GoT?
- Did the project respond to the needs of the project beneficiaries and stakeholders?
- Is the project aligned with and supportive of IOM national, regional, and/or global strategies and the Migration Governance Framework?

Effectiveness

- Have the project outputs and outcomes been achieved in accordance with the stated plans?
- Are the target beneficiaries satisfied with the services provided?

- What is the quality of the results/services/products provided?
- What are the major factors influencing the achievement of the project's expected outcomes?
- To what extent has the project adapted or is able to adapt to changing external conditions including Covid-19 in order to ensure project outcomes?
- Were the activities sufficiently well-defined and implemented in order to reach relevant results? If results are not reached, would a different set of activities have produced the results?
- Are there any factors that prevent beneficiaries and project partners from accessing the results/services/products?

Efficiency

- Is the project implemented in the most efficient way compared to alternative means of implementation?
- To what degree are resources provided/available at planned cost (or lower than planned) from all parties involved?
- How well are the resources (funds, expertise, and time) being converted into results?
- Were the project activities undertaken, and were the outputs delivered on time?
- To what degree are inputs provided or available in time to implement activities from all parties involved?

Impact

- What significant change(s) did the intervention bring- (i) positive and negative changes
(ii) intended and unintended changes
- Does the impact come from the project activities, from external factors or from both?
- Did the project take timely measures for mitigating any unplanned negative impacts?

Coherence

- Were project activities and aims in line with main humanitarian aims?
- To what extent does the intervention add value/avoid duplication in the given context.

Sustainability

- Are structures, resources, and processes in place to ensure that benefits generated by the project continue once external support ceases?
- Do the project partners have the financial capacity and are they committed to maintaining the benefits of the project in the long run?
- Do the target groups have any plans to continue making use of the services/products produced in the project framework?
- How far is the project embedded in institutional structures that are likely to survive beyond the life of the project?
- Were project partners adequately capacitated (technically, financially, and managerially) for continuing to deliver the project's benefits/services?

Gender Equality

- To what degree did gender successfully mainstream in project design and implementation, including a participative and non-discriminatory planning and design process?
- Were there any barriers to equal gender participation identified in design or implementation, and what can be done to address these barriers?

- How does the programme ensure the safety of internal and external stakeholders in the programme in relation to COVID-19?

The evaluator should collect findings and draw conclusions on the above questions. Recommendations should focus on how to deal with identified challenges and gaps and improve further project implementation to increase progress and ensure long-term positive impact. The evaluation should identify good practices or drawbacks in the project implementation, capture lessons learned, and provide recommendations for new projects.

Evaluation methodology

The evaluation will include use of the quantitative and qualitative approaches to gain a deeper understanding of the results of the project (outputs, outcomes, objective) and to ensure the cross-validation of data. The evaluation report will compose of analyses of various evidence-based sources of information, including desk analysis/review, evaluation survey data, and interviews with beneficiaries, counterparts, project team.

The evaluation will provide quantitative and qualitative data through the following methods:

- Desk analysis and review of all relevant project documentation including project proposal, log frame, work plans, project quarterly donor/progress reports, project reports, monitoring reports,
- In-depth interviews will be used to gather primary data from key stakeholders using semi-structured questionnaires (remotely or in person, TBC pending travel restrictions), as well as an online survey with TCG field staff.

The evaluation consultant will execute the work with the support and oversight of the IOM project and the M&E team. A briefing meeting will be held to clarify both sides' responsibilities, pending questions, and expectations and establish regular communication channels during the final evaluation process. The evaluation consultant is expected to suggest, as needed, any additional approaches and methods to be used for the evaluation.

Ethics, norms and standards for evaluation

The evaluation is to be conducted in line with IOM Data Protection Principles. IOM abides by the [norms and standards](#) of UNEG and expects all evaluation stakeholders to be familiar with the [ethical conduct guidelines](#) of UNEG and the consultant(s) with the [UNEG codes of conduct](#).

Evaluation deliverables

The external evaluator is expected to deliver the following:

- Inception report
The report should include an evaluation matrix, evaluation methodology, work plan, interview guide, and other data collection instruments for the evaluation. The Evaluation Matrix will demonstrate the evaluation consultant's understanding of the ToR and outline data collection and analysis plans, to be completed and reviewed by the IOM team before the data collection phase. IOM can provide templates for an Inception Report and an Evaluation Matrix for reference. The evaluation consultant may use their format but should include all the elements of the IOM templates. The inception report should include all the data collection tools used, the data collection schedule, and all areas of the assignment for which the evaluation consultant requires support from the IOM team.
- Presentation of the initial findings
- The draft evaluation report and lessons learned were submitted for comment;

- Final evaluation report and lessons learned report;
- Evaluation brief (according to the template).
- Management response partially filled out (template will be provided by IOM).
- The final presentation of the evaluation report

All deliverables are to be written in English and meet professional language standards. IOM will retain the right to withhold payment to the evaluation consultant if deliverables are deemed not to be up to reasonably expected standard.

Specifications of roles

Role of each party are as follows:

External Evaluator:

- Duly implement the requirements of the TOR timely flag any challenges or emerging issues with IOM team
- Carry out the evaluation as per the TOR.
- Conduct bilateral meetings with the IOM team

MEAL Unit:

- Agree on the work plan with the evaluator
- Facilitate communication between the external evaluator and the program team.
- Help address any challenges or emerging issues flagged by the evaluator.
- Review the deliverables submitted by the external evaluator.

IBM Unit:

- Oversee the general process of the final evaluation.
- Provide general information and documents related to the project.
- Support scheduling of in-person and virtual meetings and send meeting request correspondence to identified key stakeholders
- Support logistical and travel arrangements as required.
- Coordinate with relevant stakeholders, including government counterparts.
- Help address any challenges or emerging issues flagged by the evaluator.
- Review the deliverables submitted by the external evaluator.

Time schedule

The final evaluation is expected to take 29 days for the evaluator, including preparation, data collection, analysis, and reporting (39 days total, including IOM review). The assignment is expected to commence on 7 June 2022, with the final report expected by 5 July 2022.

Based on the ToR, the evaluation team and IOM team will have a virtual briefing meeting on June 7, 2022. During 7-10 June 2022, the evaluation team will carry out a review of all project documents and reports provided by the IOM project team and the monitoring reports provided by the MEAL team. Based on the evaluation TOR, the IOM team will arrange meetings to ensure a common understanding of the evaluation

process, confirm the logistical arrangement and provide inputs on the inception report. IOM team will support arranging meetings for review and debrief meetings.

The preparation and implementation of data collection and field visits are planned to take place between 14-20 June 2022. A precise timeline will be established with the selected evaluation team and will consist of the following stages. The following table gives an overview of the estimated timeline and distribution of responsibilities for a total of 29 days for the evaluation firm:

Activity	Responsible party	Number of days	Timing
Kick-off meeting, exchange of relevant project documents. Review of documents and preparation of a detailed inception report, including the evaluation matrix and the data collection tools.	Evaluation team	4 days	Week 1
Finalize the inception report and the field visit agenda	Evaluation team	3 days	Week 1
Data collection, including travel time.	Evaluation team, in coordination with the IOM Team	7 days	Week 2
Preliminary data analysis, preparation of the presentation, and deliver the presentation to the IOM team	Evaluation team	3 days	Week 3
Present the initial findings to the IOM team	Evaluation team, in coordination with the IOM Team	1 day	Week 3
A draft final evaluation report.	Evaluation team	7 days	Week 3 & 4
Submission of the final evaluation report	Evaluation team	2 days	Week 4
Development and finalization of the evaluation brief.	Evaluation team	2 days	Week 4 & 5

IOM Team will review and share comments on the report between 6 July -19 July 2022. (10 working days).

Evaluation budget

The service provider will cover all expenses for this external evaluation, including travel expenses and accommodation for the evaluation consultant in Turkey. A detailed work plan will be prepared and agreed on between the evaluator and the IOM team.

Deliverables	Amount to be paid
Submission of the Inception Report	15%
Submission of the Draft Final Report	35%
Submission of the Final Report	50%
Total	100%

Required Qualifications and Experience:

Education:

- Master's degree in International Relations, Public Administration, Social Policy, Psychology, Sociology, or a related field from an accredited academic institution, with seven years of relevant professional experience; or
- Completed University degree from an accredited academic institution, with nine years of relevant professional experience.

Experience:

- Proven experience in conducting at least three evaluations of large-scale projects comparable to the one to be evaluated
- Strong background and expertise in conducting quantitative and qualitative data analysis
- Demonstrated sound understanding of migrant's thematic topics, e.g. migration governance, labour migration, trafficking in persons, crisis management, border management, etc.
- Experience working with IOM is an advantage
- Excellent analytical, oral, and written communication skills in English.
- Experience with collecting data in difficult circumstances
- Ability to create graphic visuals on key findings.
- Experience in technical and analytical report writing.
- Experience in leading an international evaluation project.
- Experience in working in complex institutional environments.
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.
- Ability to work with minimal supervision and to meet deadlines.

Languages:

- Fluency in **English** is required.
- Working knowledge of **Turkish** is advantageous.

Duration of the Contract

The overall evaluation process is expected to take thirty working days, including preparation, data collection, analysis, and reporting. The evaluator should be able to undertake the tasks concurrently to fit within the planned timeframe without compromising the quality expected. The assignment is expected to be conducted between June 07– July 19, 2022.

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: 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 level 3

- 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:

Any offer made to the candidate in relation to this vacancy notice 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.

Only candidates residing in either the country of the duty station or from a location in a neighbouring country that is within commuting distance of the duty station will be considered. In all cases, a prerequisite for taking up the position is legal residency in the country of the duty station, or in the neighbouring country located within commuting distance, and work permit, as applicable.

Please be advised that this is a local position and as such only applications from candidates with a valid residence / working permit residing in Turkey will be considered.

How to Apply:

Interested candidates are requested to submit their applications, including a letter of motivation, curriculum vitae, the proposed methodology for the evaluation, detailed budget (which includes all the budgetary items with their respective costs), a payment plan (instalments), and at least two (2) samples report of previous evaluations in English with contact details (name, position, phone and e-mail details) of three references by indicating name of the position applied with its VN number in the subject line of e-mail to iomtrjobs@iom.int or to IOM Birlik Mahallesi Sehit Kurbanı Akboga Sokak No:24 Cankaya, Ankara by the end of **30 May 2022**.

- The interested evaluator should submit a technical and financial proposal with a breakdown of costs.
- The additional documents that are expected to be submitted as a part of the application (CV, and documents/examples of similar work)

Please note that only shortlisted candidates will be contacted.