

## CALL FOR APPLICATIONS

Position Title : **Consultant - Project Evaluation**  
Vacancy Number : **CFA/IOMSO/017/2019**  
Duty Station : **Home Based with Field Travel to Nairobi/Mogadishu**  
Classification : **Consultant, Grade CON-C**  
Type of Appointment : **Consultant, 20 Days**  
  
Estimated Start Date : **As soon as possible**  
  
Closing Date : **20 February, 2019**

*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:**

A long absence of effective governance of Somalia has resulted in porous air, sea and land border management, providing a thriving conduit for organized immigration crimes. In addition, the porosity of Somalia's borders allows for easy movement of irregular migrants, terrorists and weapons, contributing not only to insecurity in Somalia, but also to its neighbouring countries. The advances of African Union Mission to Somalia (AMISOM) and Somali National Forces and the resulting retreat and possible exodus of Al-Shabaab fighters abroad make it even more essential to increase the Federal Government of Somalia (FGoS)'s institutional capacity to respond to these movements.

In line with the Somali federal constitution adopted in 2012 and with the UN Integrated Strategic Framework for Somalia (2014-2016), capacity building to the Immigration Department is integral to improving immigration and border management service capabilities to more effectively manage Somalia's borders. Furthermore, IOM commissioned an organizational capacity assessment for the Department of Immigration in 2015 entitled *Report on the assessment of the institutional capacity of the Department of Immigration of the Federal Government of Somalia*.

Since November 2016, the International Organization for Migration (IOM) has been implementing the project "Strengthening Immigration and Border Management Capacity of the Federal Government of Somalia" with the financial support of the United Kingdom. The overall objective of the project is to contribute to improved immigration legislations, cooperation and address the institutional capacity gaps at the immigration departments in Somalia with three specific outcomes and relevant outputs.

## **Tangible and Measurable Outputs of the Work Assignment**

**Outcome 1:** Immigration Act is drafted, taking into consideration: international legal frameworks and standards on admission and exclusion, citizenship, human rights, refugee and freedom of movements

**Output 1.1:** Department of Immigration have a revised draft immigration act with stakeholders inputs through sensitization and consultation forums held

**Outcome 2:** Department of Immigration demonstrate improved capacity in immigration fraud detection and public finance management

**Output 2.1:** Department of Immigration have the skills and knowledge to apply on immigration fraud detection

**Output 2.2:** Department of Immigration have the skills and knowledge to apply in public finance management

**Outcome 3:** Department of Immigration demonstrate improved capacity and skills in border management operations and efficient client service delivery

**Output 3.1:** Department of Immigration have an induction training curriculum and a standard SOP for immigration and border management operations at ports of entry

**Output 3.2:** Department of Immigration have the skills and knowledge in English and customer care service delivery

**Output 3.3:** Department of Immigration have the equipment, skills and knowledge to operate an effective mobile border patrol unit.

## **OBJECTIVE OF THE EVALUATION**

The overall objective of this final external evaluation is to assess the extent to which the project has achieved the short and long term objectives as set out in the project documents. The specific objectives of the evaluation are:

- Assess whether the project has met the intended objective and outcomes as set out in the project documents
- Assess the relevance of the project to current priorities and needs of the Immigration Department
- Assess how the project's activities contributed to improved capacities of the Immigration Department for better migration management
- Assess to what extent the benefits of the project are likely to be sustained after the completion of the project
- Assess the challenges and opportunities, best practices and lessons learned for future programming

## **EVALUATION CRITERIA**

### ***Relevance***

- Were the project design and strategies used relevant to the government of Somalia's needs and priorities?
- To what extent did the project respond to the needs and priorities of the Immigration Department?
- Have gender considerations been properly integrated into the project implementation strategy and planned activities?
- Is the project aligned to relevant regional and global strategies and commitments related to migration?
- As designed, were interventions adequate to achieve the project objectives?

### ***Effectiveness***

- Was the project effective in delivering desired/planned results?
- What were the major factors influencing the achievement of the project's expected outcomes?
- Were there any factors that prevent the beneficiaries from achieving the outcomes?
- To what extent has the project adapted or was able to adapt to changing external conditions in order to ensure project outcomes?

### ***Efficiency***

- Was the project implemented in a cost effective manner as compared to alternative means of implementation?
- Were the project activities implemented within the planned time and financial targets?
- To what degree were inputs provided or available in time to implement activities from all parties involved?
- Did the project coordinate with other similar interventions to increase synergies and/or to avoid duplications?
- Have the management and decision making structures been effective to ensure efficient and timely project implementation?

### ***Impact***

- What key changes has the project brought in the Immigration Department? What difference has the project made to the beneficiaries?
- Have there been any other changes (positive/negative) at the Immigration Department as a result of project?

### ***Sustainability***

- To what extent are the benefits of the project likely to be sustained after the completion of the project?
- Does the government have strategies and/or resources in place for maintaining the benefits of the project?
- Did the project build adequate capacity to continue delivering the project's benefits? If not, what continued programme support is needed to ensure sustainability?
- Describe key factors that will require attention in order to improve prospects of sustainability of project outcomes and the potential for replication of the approach
- To what extent were local stakeholders and beneficiaries consulted and involved in the implementation of activities thereby improving ownership, accountability and effectiveness?

## METHODOLOGY

Mixed methods of qualitative and quantitative analysis will be used. The methodology will mainly consist of a review of the reports and documents produced by the project, a series of interviews with IOM project staff, government officials, other relevant stakeholders and the donor, as well as direct observation during field visit. The consultant will provide a detailed methodology in their inception report.

IOM Somalia is responsible for providing the necessary documentation related to project implementation and other projects and activities that could be relevant for the evaluation as well as coordinating interviews and discussions with relevant stakeholders.

## TIMEFRAME

The evaluation is expected to start from **1 March 2019** for an estimated duration of 20 working days. This will include desk reviews, field works and report writing. The consultant is expected to conduct a field visit to Nairobi and Mogadishu for approximately 7 to 9 days in **mid/end March** (inclusive of travel time).

## EXPECTED DELIVERABLES

- **Inception Report** outlining the key scope of the work, intended evaluation questions, detailed methodology and tools and suggested work-plan shall be submitted to IOM Somalia after 5 days of commencing the consultancy (**by 15 March 2019**).
- **Draft evaluation report** shall be submitted to IOM Somalia for revision by **7 April 2019**
- **Final evaluation report** which incorporates all comments and feedback will be submitted to IOM Somalia by **18 April 2019**. The final report should include the following contents.
  - Executive Summary
  - Project Background and Context
  - Evaluation Scope and Objective
  - Methodology
  - Key findings, including best practices and lessons learned
  - Conclusion
  - Recommendations
  - Annexes
  - An evaluation brief summarizing the findings and recommendations.

## Performance indicators for evaluation of results

Satisfactory completion of tasks indicated in the Terms of Reference (ToR).

## *Required Qualifications and Experience*

### Education

- Advance degree in public policy, development studies, international relations, development economics or any other relevant field

### Experience

- At least 10 years of professional experience in project/programme evaluation
- Experience in conducting evaluations for capacity building/institutional development projects
- Good understanding of immigration and border management fields desirable
- Familiarity with development contexts of Somalia and/or Horn of Africa a distinct advantage

- Abilities to work under pressure and meet deadlines
- Strong analytical and report writing skills and abilities to clearly present findings and practical recommendations

### **Languages**

Fluency in **English** and working knowledge of Somali is an advantage.

### **Other**

The appointment is subject to funding confirmation.

Appointment will be subject to visa requirements and security clearances.

No late applications will be accepted.

### **How to apply:**

Interested applicants are invited to submit the following documents:

- A technical proposal which summarizes proposed evaluation methodology, including evaluation matrix, approaches, data collection tools and work-plan (not more than 10 pages)
- A sample of the most recent similar evaluation report (written by the applicant)
- Updated curriculum vitae
- Proposed consultancy fee in USD (exclusive of costs related to field travel)

Please send the above documents to [recruitmentsomalia@iom.int](mailto:recruitmentsomalia@iom.int) not later than 17:00 hours (Mogadishu/Nairobi time), 20 February 2019 with a subject line "IBM Evaluation Consultant TC0974".

### **Payment**

- 40 % upon approval of the Inception Report
- 60 % upon approval of the final evaluation report and submission of all relevant documents

Apart from consultancy fees, IOM shall cover the travel costs to and from Somalia and costs related to the field work.

### **Note**

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

The consultant will be responsible to follow IOM writing guidelines and latest glossaries in all given assignments for accurate translation.

### **Copyrights**

IOM shall be entitled to all copyrights of related deliverables and materials under this consultancy contract.

### **Posting period:**

From 12.02.2019 to 20.02.2019