



External and Internal Candidates

Position Title	: External Evaluator for the Project: “RESPONDING TO THE NEEDS OF MOST VULNERABLE POPULATIONS IN LIBYA THROUGH COVID-19 PREVENTION, ASSISTANCE AND ACCESS TO VACCINATION”
Duty Station	: Home-based
Type of Appointment	: 5 weeks
Estimated Start Date	: As soon as possible
Closing Date	: 08 September 2022

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.

IOM is committed to a diverse and inclusive work 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.

Context:

1. **Nature of the consultancy:** External Final Evaluation of the IOM Libya Project “RESPONDING TO THE NEEDS OF MOST VULNERABLE POPULATIONS IN LIBYA THROUGH COVID-19 PREVENTION, ASSISTANCE AND ACCESS TO VACCINATION”

2. **Project Context and Scope:**

To limit the vulnerability of migrants to disease spread and support national COVID-19 prevention, response and vaccination efforts, IOM Libya implemented – in close collaboration with WHO and the Ministry of Health - this 12-months Austrian funded project, aimed at 1) supporting migrants who are in extremely vulnerable situations – i.e. those who are detained in detention centres with bad living conditions and 2) contributing to strengthening Libyan authorities’ ability to prevent and respond to COVID-19 transmission and outbreaks amongst the most vulnerable populations, including migrants, Internally Displaced Persons (IDPs), detainees and other mobile and vulnerable groups.

Objective: To support Libyan authorities to respond to the most urgent needs of at-risk populations in Libya whose vulnerabilities have been further exacerbated by the COVID-19 pandemic while promoting equitable access to the COVID-19 vaccines for all, including migrants.

Outcome 1: Migrants and other vulnerable populations have improved access to overall health services, including COVID-19 services, to protect against disease spread.

Under this outcome, IOM implemented the following main activities:

- To limit the spread of the pandemic, IOM distributed Personal Protective Equipment (PPE) kits to migrants disembarked on shore following a Search and Rescue Operation at sea, and to migrants detained in detention facilities. These were provided directly to the migrants.
- To enhance the capacity of detention authorities to better prevent and respond to COVID-19 cases, IOM donated COVID-19 PPE to Directorate of Combatting Illegal Migration (DCIM) headquarters in Tripoli and Al Bayda for officials working at 15 detention centres. These were then distributed to the detention centers' staff.
- Similarly, PPE had been provided before the end of the project to staff working at Points of Entry (PoE).
- To strengthen surveillance activities at POEs, IOM has placed medical staff at two POEs. They are providing support with traveler screening for infectious diseases, in-patient transfer to health and quarantine facilities and case management.
- To raise awareness about prevention of COVID-19, IOM implemented awareness raising campaigns in the communities through community mobilizers.

Outcome 2: Libyan authorities have enhanced their ability to coordinate and promote equitable access to COVID-19 vaccines in Libya, including amongst most vulnerable mobile populations.

Under this outcome, IOM implemented the following main activities:

- IOM provided data and analysis on migrant and refugee populations based on its assessments to inform vaccination campaign planning and implementation.
- IOM organized a master training for MoH and NCDC health workers and administration staff and trained 17 individuals as master trainers. In the next two months they will conduct cascade trainings with local MOH and NCDC staff.
- By way of providing technical support the three taskforces responsible for cold chain/vaccine logistic management, capacity building and demand creation, IOM has hired three consultants who are embedded in the health authorities. The consultants are supporting the taskforce for cold chain/vaccine logistic management, capacity building and demand creation.
IOM in partnership with UNICEF, is still in the process of purchasing cold chain equipment to support vaccination campaign implementation.

3. Organizational Department / Unit to which the Consultant is contributing:

The evaluation is an IOM end-cycle (final) summative evaluation to be conducted through an external firm intended for programme management and donors.

The main objective of the evaluation is **to assess and measure the extent to which the project implemented in Libya, has achieved its intended short-, medium- and long-term objectives as well as the extent to which the interventions and delivery strategies were adequate to address the problems at hand with the aim to determine what worked and what did not work under what circumstances.** The evaluation is therefore also expected to document lessons and good practices. The findings, recommendations, lessons, and good practices emanating from the evaluation will be used to inform further programme development either through scaling up or through the development of a follow up phase to maximize the momentum created through this initiative. The users of this evaluation include IOM Libya particularly the project management team and PDSU interested in integrating recommendations, lessons, good practices into on-going programmes and identified priorities into future resource mobilization initiatives as well as the project team. Furthermore, the evaluation is expected to inform the donors who is interested to know the effectiveness and efficiency of the projects.

6. **Category B Consultants: Tangible and measurable outputs of the work assignment**

Expected evaluation deliverables to be produced by the evaluator are:

1. **Inception report** with 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 demonstrate a good understanding of the assignment as outlined in this ToR.
2. **Draft analytical evaluation report** supported by annexes of quantitative/qualitative analysis;
3. **Final analytical evaluation report** supported by annexes of quantitative/qualitative analysis complemented. The report will have to highlight how the lessons learnt and formulating cross-cutting recommendations that will benefit the sustainability of the interventions.

The evaluation report should follow a structure the include the following sections, at minimum:

- Cover page
 - Executive summary
 - list of acronyms
 - Intro
 - Evaluation framework and Methodology
 - Findings
 - Conclusions and recommendations
 - Annexes (itinerary, people met, question guides, etc.)
- A two-pager **Evaluation Brief**. The **Evaluation Brief** that outlines key findings and recommendations.

The evaluator is expected to submit the evaluation report and relevant accompanying annexes in English not later than the set timeline. The final report should meet the standards laid out in the UNEG evaluation guidelines and should follow the IOM Data Protection Principles.

A. Activity	Responsible	Timeline
Review documents and prepare a detailed inception report, including evaluation matrix and data collection tools	Evaluator	Week 1
Planning data collection and coordinate the logistical arrangements and agenda	Evaluator with support from Project Team	
Evaluation data collection and analysis	Evaluator with support from Project Team	Week 2
Draft presentation and de-brief Project Manager and team on the initial findings and tentative conclusions	Evaluator	
Draft the evaluation report	Evaluator	Week 3
Incorporate comments/feedback from Project Team, M&E officer and Regional Officer M&E Specialist	Evaluator with support from Project Team	
Finalize and submit the final version of the report	Evaluator	Week 4
Submission of final report, annexes and two-page evaluation brief	Evaluator	Week 5
Drafting and submission of the two-pager evaluation brief	Evaluator	

7. Performance indicators for the evaluation of results

The evaluator consultant should provide a detailed and appropriate methodology and data collection methods to get credible evidence to address the evaluation objectives and to respond to the above evaluation questions in addition to the following suggested methods:

- (1) **Desk review** of available documents;
- (2) **Direct observation** at selected site (only if the situation will allow);
- (3) **Semi-structured interview** with beneficiaries;
- (4) **Interview** with project staff; and
- (5) **Interview** with key informants;
- (6) Review and Analyse **project monitoring records**.

The evaluator consultant is expected to develop a detailed evaluation methodology appropriate for responding to the above evaluation purpose and questions.

The evaluation should follow the IOM Data Protection Principles, UNEG norms and standards for evaluations, and relevant ethical guidelines.

The evaluator consultant will execute the evaluation with the support and oversight of the Project Manager and team, as well as the thematic support from the IOM Libya Monitoring an Evaluation Officer. IOM Libya will also support with the eventual translation of documents in local language and with the logistical and administrative arrangements, including helping to organize online meetings and arranging interpreters, as needed.

The evaluator will be responsible for preparing for and carrying out data collection and analysis and producing the evaluation deliverables outlined below.

8. Education, Experience and/or skills required

- 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 managing and/or evaluating development projects/programmes/initiatives.
- Demonstrable experience and familiarity with migration dynamics in North Africa.
- Demonstrated sound understanding of migrant's thematic topics, i.e., migration management, risk of irregular migration, trafficking in persons, labour migration, victim protection, etc will be an advantage.
- Good track records in conducting evaluations and technical and analytical report writing.
- Fluency in English is required, and knowledge of Arabic is an advantage.

9. Travel required

Given the current context in Libya and the limitation of movements, the evaluation will be conducted mainly remotely (home based) with one field visit – if the situation will allow.

10. 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.

Languages

Fluency in **English** is required (oral and written), Arabic is an added value.

Other

Appointment will be subject to certification that the candidate is medically fit for appointment and verification of residency, visa and authorizations by the concerned Government, where applicable.

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

How to apply:

Interested candidates are invited to submit their updated CV with a cover letter to hrrlibya@iom.int, by 08 September 2022 at the latest, mentioning the job title in the subject line. Emails without such indication will not be considered.

Only shortlisted candidates will be contacted.

Posting period:

From 01.09.2022 to 08.09.2022