



IOM International Organization for Migration  
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## VACANCY ANNOUNCEMENT

Vacancy Notice No.: IOMTJK/2016/14(C)  
Duty Station: Dushanbe, Tajikistan  
Position title: Project Evaluator  
Classification: Consultancy contract  
Type of Appointment: Short-term  
Organizational Unit: Counter Trafficking Program

The International Organization for Migration (IOM) is looking for a qualified candidate to fulfill the short-term position of Project Evaluator and to undertake the final evaluation of the project “Victim-centered responses to trafficking crimes in Tajikistan”.

### 1. Background of the Project:

IOM is finalizing the implementation of a 2-year national project for Tajikistan that assisted the Government of Tajikistan (GoT) by extending human trafficking advisory and expertise to ensure efficient and effective implementation of the National Plan of Action for Countering Trafficking in Persons in Tajikistan. Activities included advocating passage of the National Referral Mechanism (NRM) framework, providing technical support and offering customized training workshops for key GoT structures such as Law Enforcement Agencies (LEA), Consular and Embassy officials, health care providers, and other NRM structures with new modules with victim-centered emphases.

More than that, many VOTs are identified with fears of being re-victimized by traffickers or face discrimination from the LEA officers. Such discrimination can happen in various forms. LEA officials punish individuals, suspected of prostitution, without following the procedures of identifying a potential victim of trafficking, specifically a victim of sexual exploitation.

There remain additional possibilities for missed opportunities in identifying VoTs in various situations – including during moments when VoTs are receiving some forms of health care. In recent years, IOM has conducted outreach sessions for nurses, doctors, and medical students in Tajikistan to describe the crime of TiP. Sessions have been routinely well received by attendees who have desired to learn more on specific actions available to them as healthcare providers. Discussions with the medical universities in Tajikistan led to the interest in increasing the capacity of psychologists and medical trainees in the country to provide psychological assistance to VoTs. IOM sought to expand its cooperation in this project with the Ministry of Health and Social Protection, Education and Science, and university institutions to address these two specific issues regarding healthcare providers and TiP.

Sustainability of project outcomes was boosted through continual engagement and design of activities alongside project partners, including the Inter-Ministerial Commission to Combat TiP (IMCCTiP), National Training Center, Ministry of Interior, Prosecutor’s Office, Ministry of Foreign Affairs, Ministry of Health and Social Protection, and others. New training modules and materials were formulated to complement existing curricula and training efforts.

### 2. Overall objective of the evaluation:

The overall objective of the evaluation is to analyze whether the objectives, outcomes and outputs stated in the project narrative were achieved and if so, how effective and sustainable these achievements were in protecting victims of human trafficking long-term. Furthermore, for purpose of designing future projects based on evidence, it is essential that the evaluation highlights constraints which affect the implementation of the program. IOM will share the evaluation report with the donors of the projects and project stakeholders to demonstrate the value of the projects, and their impact.

### 3. Specific objectives of the evaluation:

The specific objectives of the evaluation are to evaluate projects activities under the pillar of intervention implemented on the national level (Prevention, Protection, and Partnership) and provide data for developing national CT assessment. In particular, the following criteria are to be taken into consideration:

**Relevance:** to what extent the projects are valid and pertinent

- Whether the objectives and outcomes of the projects remain valid?
- What is the present level of relevance of the projects?
- To which extent projects contribute to the CT efforts of other agencies and government activities?

**Effectiveness:** to what extent the projects produced the desired outcomes

- How well is the project achieving its planned results? Are the projects effective in reaching planned outputs and achieving the intended outcomes?
- What are the barriers which constrained and delayed IOM Mission’s achievement of planned outputs? What are the external and internal factors/constraints?
- Do the projects intend to produce any unplanned outcomes? Or outcomes outside of the project’s plans?
- Do the activities of one project positively or negatively affect achievement of the desired outcomes of another project?

**Efficiency:** how well resources (funds, expertise, time, etc.) were used to undertake activities and converted to results

- Are the project expenditures in line with the agreed upon budget: and the cost incurred consistent with the strategy of the projects?
- Could the activities have been implemented with fewer resources without reducing the quality and quantity of the results?
- Are the benefits justified taking into consideration the costs made?

**Impact:** how the project contributed to a change in a situation and what the project was expected to bring

- Did the project proved to have a great impact compared to previous projects? What are the reasons? Are there any indicators or means of verification?
- What are the direct and indirect impacts of the project at outcome level? Are there any indicators or means of verification?
- Did the project produce positive impacts so far? Do the activities of one project limit or strengthen the impact of another project?

**Sustainability:** to what extent the project benefits continue external support is no longer available

- What do projects have as an element (s) of sustainability?
- Were the activities appropriately designed to ensure sustainability of projects' benefits?
- What should be done in order to guarantee the sustainability, if necessary?

#### **The expected outputs and deliverables of the evaluation mode:**

An *evaluation report* in English assessing whether the projects are on-track taking into account above criteria, an assessment of problems and challenges encountered during the evaluation period; and a description of recommendations and corrective actions needed to achieve projects' objectives. The report should include summative findings for each country, and a summarized final report at the regional level.

The evaluator should develop a succinct *presentation* summarizing the main findings for presentation to the Donors (if needed).

#### **4. Methodology of the evaluation:**

External evaluator with the support of IOM CT Focal Point from Tajikistan is assigned to develop the detailed methodology of the evaluation. The external evaluator will take the lead roles in identifying appropriate data collection mechanisms, with the support of an IOM CT Focal Point in Tajikistan, and are responsible for submitting results as outlined in the below timeline. The methodology for data collection should include, but is not limited to, the following:

- Document/desk review: external evaluator
- Development of interview guide and questions adapted to relevant context: external evaluator
- Logistics and coordination of field visits to Tajikistan, including assistance in local transportation: IOM FP in Tajikistan
- Meetings with the beneficiaries and partners, in the form of open discussion and semi-structured interviews.
- Field visits to Tajikistan; including to selected shelters, NGOs, hotlines, and project sites: External evaluator (guided questions) and IOM FPs (preparation and logistics)
- Focus groups with partners: IOM FP is responsible for coordination and logistics of focal groups, external evaluator to act as facilitators
- Self-evaluation will be done by the CT teams based on the Evaluation Sheet and RO M&E Tool: external evaluator to provide evaluation sheet with pertinent questions and IOM FP as key facilitator for team self-evaluation.

#### **5. REPORTING:**

The evaluator is expected to prepare a draft methodology plan including survey tools to be used based on the requirements mentioned above and the Project Documents, and share it with the indicated Regional Programme Coordinator within the designated timeframe. The methodology plan should be presented in the form of a matrix corresponding to all evaluation criteria, and may lead to agreed upon changes in work plan and required resources. Once the methodology and approach have been approved and the evaluation started, a monthly status report is to be shared with the Regional Programme Coordinator, indicating progress of evaluation and any challenges encountered. The draft evaluation report is to be shared with IOM and finalized after comments/feedback within the designated timeframe.

#### **6. Evaluation Team:**

The evaluation should be carried out by one evaluator. The following qualifications are required:

- At least five years of professional experience evaluating US funded projects and other foreign assistance programs;
- Master's degree or equivalent in Social Sciences, Public Policy, International Relations or disciplines in the relevant field;
- Previous work experience with counter trafficking projects, preferably in an international, non-profit environment;
- Experience in one of the organizations of the UN Common System and field experience are preferred;
- Excellent data analysis capacity, survey design, facilitation, interviewing and report writing skills;
- Knowledge of the national anti-trafficking context and relevant counterparts in Tajikistan is preferable;
- Fluent in English, knowledge of Russian is preferred.

#### **7. Resources:**

Costs of the evaluation will be covered by IOM as part of the project implementation. The expert fee for this evaluation is \$12,000. The logistical arrangements, including one roundtrip ticket to Dushanbe and accommodation will also be covered by IOM.

#### **8. Work plan:**

By November 10, 2016: the evaluation cycle will begin. This entails provision of all project documents by the CT Unit in order to introduce and familiarize the evaluator with the project.

By November 20<sup>th</sup>, 2016: the evaluator should make a physical trip to Tajikistan, staying in the country at least one week assessing the project with field visits to surrounding cities.

By December 30<sup>th</sup>, 2016: the evaluator will submit a final report and a presentation to IOM and donors.

Applying method: Interested candidates should submit their cover letter and CV along with their past relevant work to this e-mail address with reference to this vacancy notice: [applications.tj@iom.int](mailto:applications.tj@iom.int) or to the IOM Office located through 22A Azizbekov Street, Vtoroy proezd, **before 17:00 PM on November 01, 2016**.

Only short listed candidates will be called for interview.