



## CALL FOR APPLICATIONS - CFAROSA2023-03

### 1. FOR THE CONSULTANCY CONTRACT OF: Monitoring and Evaluation Consultant

1. **Duty Station of the Consultancy:** IOM Regional Office for Southern Africa, Pretoria, South Africa (Home-based)
2. **Duration of Consultancy:** 5 months (June to 30 November 2023)
3. **Nature of the consultancy:**

The main objective of this Consultancy is to conduct an independent mid-term evaluation of the LMAP to assess the achievements made so far in attaining the objectives and to take stock of lessons learned, good practices and challenges. The assessment should also consider the SADC Regional Migration Policy Framework (2022-2030) and explore the new opportunities and implications for labour migration programming at all levels. Specifically, the consultant will be required to undertake the following:

- a) Evaluate the coherence and relevance of the LMAP, taking into account the SADC Regional Indicative Strategic Development Plan (RISDP) (2020-2030) prioritized projects;
- b) Assess the level of coherence between the LMAP's strategic objectives, outputs, and main activities with the SADC RMPF and other related regional initiatives implemented by Member States;
- c) Based on the theory of change, assess the accomplishments made in terms of expected and unexpected changes resulting from implementing the LMAP. Examine both positive and negative results;
- d) Evaluate the sustainability level of obtained results and identify lessons and best practices;
- e) Analyse the involvement and contributions of various stakeholders, including the roles played by national coordination arrangements, employers' and workers' organizations, development partners, and the Secretariat, in program implementation, monitoring, and coordination; and
- f) Develop recommendations to enhance the implementation of the LMAP for the remaining period until 2025.

Under the direct supervision of Senior Labour Mobility & Social Inclusion Specialist, and in close coordination with the ARMP Project Manager for Southern Africa, the consultant will be responsible for conducting the mid-

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#### Headquarters:

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term evaluation as described herein.

#### 4. **Project Context and Scope:**

In March 2020, SADC Ministers of Employment and Labour and Social Partners adopted the SADC Labour Migration Action Plan (LMAP) (2020-2025) as the blueprint to facilitate cooperation on labour migration management in the region. The Action Plan is premised on the understanding that effectively managed labour migration can benefit all countries by promoting the transfer and upgrading of skills, as well as matching of labour supply and demand for regional development and integration. In line with the Regional Indicative Strategic Development Plan (2020-2030), the plan prioritizes protecting and ensuring the well-being of migrant workers and providing them with better opportunities to meaningfully contribute to their countries of origin and destination. It is an essential component of efforts to progressively eliminate obstacles to the free movement of capital and labour, goods and services, and of the people of the Region generally, in line with Article 5 (2)d of the SADC Treaty. Its key objectives are as follows:

- a) To strengthen labour migration policies and regulatory systems for better labour migration governance;
- b) To protect migrant workers' rights and improve advocacy and awareness of their contribution to development and regional integration; and
- c) To enhance the participation of migrant workers in socio-economic development processes in countries of origin and destination.

The LMAP is an integral part of the SADC Regional Migration Policy Framework (RMPF) (2022-2030), which was adopted by the SADC Ministerial Committee of the Organ (MCO) in July 2022. The RMPF serves as a practical, non-binding guide for coordination on migration in the region. It is aligned to regional and global guidelines and standards pertaining to migration, including the 2030 Sustainable Development Agenda 2030; the Global Compact for Safe, Orderly and Regular Migration (GCM); and the African Union (AU) Migration Policy Framework for Africa (MPFA) and Plan of Action (2018-2030). In addition to labour migration, the other thematic areas covered by the RMPF include border governance; migration and development; diaspora engagement and remittances; and irregular migration.

#### 5. **Organizational Department / Unit to which the Consultant is contributing:** ARMP SA.

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

Under the direct supervision of the Regional Director for Southern Africa, and in close coordination with the Protection and Assistance (PXD) Division in Geneva/HQ and working closely with RTSs, RPLO and RPDO in the Regional Office for Southern Africa the consultant will engage in the following tasks:

#### **Project/ programme development, reporting and evaluation support:**

1. **Review project proposals** developed by COs in the region, and provide regular updates to the concerned HQs Division on projects endorsed.
2. Support regional and multi-country **programme and project development** in the thematic area and identify anticipated synergies between thematic areas in close coordination with the Regional Project Development Officer (RPDO), where available.
3. **Review narrative donor reports** submitted by Country Offices, according to the procedures specified in the *IOM Project Handbook*.

4. Participate in and actively **contribute to IOM's network** of RTSs globally, analyze and share best practices with relevant HQ Divisions and COs.

**Strategic planning, thematic guidance and policy support:**

5. Monitor developments in the thematic area, in close collaboration with the Regional Policy and Liaison Officer (RPLO), where available, COs and relevant HQs Departments.

Contribute to the **identification of emerging issues** relevant to the thematic area and contribute to the development of thematic policies and reports.

6. Contribute to the development of **regional thematic guidance notes**, information sheets and policy documents in coordination with the RPLO, COs and relevant HQs Division(s).
7. Act as a thematic resource person providing **general support to Country Offices** (COs) in the region. Contribute to developing the capacities of IOM staff in the thematic area through a combination on-the-job mentoring, and coaching, and general thematic support.
8. Provide **thematic guidance to Project Managers** through sharing information with the COs at the regional level and providing general technical support upon request from the field in coordination with the RPLO.
9. Support thematic input regional **strategic planning** exercises, and provide support for country level strategic planning, as required and in collaboration with other RTSs and other key RO personnel.

**Deliverables:**

**Project/ programme development, reporting and evaluation support:**

<b>Time frame</b>	<b>Action</b>	<b>Responsibility</b>
26-30 June 2023	Submission of inception report based on desk review	Consultant
3 July-18 August 2023	Data collection and consultations with Member States (including field visits to selected countries)	Consultant
21-25 August 2023	Development and submission of draft evaluation report to Secretariat	Consultant
27-29 September 2023	Presentation of draft evaluation report to SADC Technical Committee on Labour Migration	Consultant
6 October 2023	Submission of final evaluation report to Secretariat	Consultant
20-22 November 2023	Presentation of report to SADC Technical Committee on Employment and Labour	Secretariat and consultant

**7. Performance indicators for the evaluation of results**

The following will form the basis of review of the consultant's performance: see table above.

The consultant will be required to ensure reporting against measurable indicators. These indicators should reflect the consultant's commitment to delivering quality outputs in a timely manner, aligned to the agreed methodology as proposed in the inception report.

**8. Education, Experience and/or skills required**

**Education**

- Master's degree in International Relations, International Development Cooperation, Human Rights, Migration Governance, International Law or a related field from an accredited academic institution with a minimum of 5-years of relevant professional experience; or
- University degree in the above fields with a minimum of 8 years of relevant professional experience

### Experience

- At least five years of professional experience in migrant protection and assistance, with proven successful experience in:
  - Project/ programme development, implementation, reporting, monitoring and evaluation
  - Policy analysis, development, conceptualization of strategic planning approaches, policy and practical recommendations on issues relating to migrant protection
  - Capacity building on counter-trafficking and broader protection considerations
- Excellent knowledge of IOM's approach to protection and assistance, the the GCM, the 2030 Agenda, and other relevant frameworks and approaches;
- Demonstrated international experience as well as experience with an international development organisation or a reputable non-governmental organization on protection, as well as policy/strategy development issues;
- Experience in the Southern African Region a distinct advantage;
- Computer literacy in Microsoft Office (word, excel, outlook) and web-based applications.

### 9. Travel required

This consultancy is primarily home-based, but some travel may be required.

### 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.
- **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 – 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.

## 1. Method of application

Interested candidates are invited to submit their applications in English, with:

- i. Cover letter/ Letter of motivation, clearly specifying suitability to the role and relevant experience.
- ii. Detailed curriculum vitae, including three referees (preferably former direct supervisors) and email addresses.
- iii. Technical proposal, not more than 5 pages comprising detailed methodology and workplan.
- iv. All-inclusive financial quotation/proposal relating to this assignment in USD.

All applications indicating the position title in the subject line must be submitted on or before **25 June 2023** via e-mail to [pretoriacvs@iom.int](mailto:pretoriacvs@iom.int). Please note that only shortlisted candidates will be contacted.

**Please note that applications are open to only individual consultants. Applications from a Company will not be considered.**