



International Organization for Migration (IOM)

The UN Migration Agency

IOM Germany is looking for an Evaluator for our program StarthilfePlus on Consultant basis according to the Terms of Reference below. Interested candidates are invited to submit their application as soon as possible, referring to this announcement.

## **CONSULTANT**

Reference Code: CS-DE1-2019-03 Consultancy Evaluation Starthilfe Plus Programme

Type of Appointment: Consultant Contract

Estimated Starting Date: as soon as possible

Contract duration: until 31 December 2019

### **I. ORGANIZATIONAL CONTEXT AND SCOPE**

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.

The International Organization for Migration assists migrants who voluntarily return to their home countries or migrate to a receptive third country, by providing logistics/financial support. The assisted voluntary return of migrants constitutes an integral part of the policy on migration and foreigners in Germany. It is the declared objective at a political level, both nationally and within the EU context, to strengthen the assisted voluntary return and reintegration as the preferred option in comparison to a forced return.

The Project StarthilfePlus contributes to enhance the assisted voluntary return of migrants from Germany, irrespective of their place of residence within Germany. It assists asylum seekers and people whose asylum application has been rejected to return voluntarily by granting additional start-up cash and/or in-kind assistance in different areas.

The provided start-up cash and in-kind reintegration assistance is complementary to the financial assistance granted in the framework of Germany's national AVRR project "Nationwide financial assistance to voluntary returnees from Germany"(REAG/GARP) and is provided to the beneficiaries in close cooperation with the local IOM offices in the country of return.

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#### **Mission in Germany:**

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## **II. RESPONSIBILITIES AND ACCOUNTABILITIES**

### **Purpose**

The main purpose of the assessment is to evaluate and analyse the implementation of the project StarthilfePlus including inter alia the review of existing working processes, payment procedure, cooperation with IOM country offices, while considering the impact of the project on other existing projects, which are closely linked to StarthilfePlus.

### **Methodology**

The methodology proposed is:

- A.
- Conducting a detailed analysis of the implementation of the StarthilfePlus project, involving a review of existing processes (including payment procedure, cooperation with IOM country offices) in the project implementation and evaluate their effectiveness and sustainability.
  - Identifying potential issues and their impact for the project considering possible threats and opportunities as well as strength and weaknesses in terms of project implementation as well as liaison practices with partners/donors and cooperation processes with IOM offices worldwide.
  - Summarize the evaluations and findings in a draft report until 30. September and a final report until 31. October 2019.
- B.
- Evaluating and assessing to what extent StarthilfePlus influenced the project implementation of the existing REAG/GARP and other thematically related projects at IOM Germany, which are linked to it.
  - Recommendations for possible improvement of project structure, processes and communication lines for project staff and other relevant internal and external stakeholders.
  - Presenting the effectiveness, efficiency, and sustainability of the project StarthilfePlus and giving recommendations, to improve and supplement existing project measures in the area of AVRR with a special focus on the collaboration with IOM offices in various countries of return to be submitted as draft version until 30. November 2019 and final version until 31. December 2019.

## **IV. REQUIRED QUALIFICATIONS AND EXPERIENCE**

- Experience in migration management policy, specifically return and reintegration
- Knowledge of IOM/UN project management cycles and of principles and processes of AVRR project implementation including auditing
- Knowledge and experience of liaison with donors, partners and other local stakeholders

- Experience with promoting participatory monitoring and evaluation techniques is highly desirable
- Capacity to think creatively in dealing with policy and operational issues while maintaining a strong client and results orientation
- Strong written and oral communication skills, demonstrated ability of making effective presentations to diverse audiences
- Excellent written and spoken English and German

#### **IV. COMPETENCIES**

The incumbent is expected to demonstrate the following core behavioural IOM competencies:

- Accountability;
- Client Orientation;
- Continuous Learning;
- Communication;
- Creativity and Initiative;
- Planning and Organizing;
- Professionalism;
- Teamwork;
- Technological Awareness.

#### **V. 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 and verification of residency, visa and authorizations by the concerned Government, where applicable.

#### **How to apply**

Qualified candidates should send their application documents including a brief (maximum 1 page) statement of interest and a quotation to the HR Department of IOM Germany (HRDGermany@iom.int). Due to the volume of applications received, IOM Germany Human Resources will not be able to respond to all inquiries about the application status and will only contact shortlisted candidates.

#### **Contact**

IOM Germany  
Ms Lisa Rauscher  
Email: HRDGermany@iom.int