Open to External Candidates

Position Title : Consultant (Development of a Monitoring and Evaluation Framework)
Duty Station : Home-based
Classification : Consultancy (All-inclusive fees of USD 5,000)
Type of Appointment : Consultancy
Desired Start Date : As soon as possible
Closing Date : 14 January 2020
Reference Code : CFCV068/2019

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.

1. ORGANIZATIONAL CONTEXT AND SCOPE:

Under the direct/technical supervision of Programme Officer (CREST) based in Bangkok, Thailand and the overall supervision of the Head of Office of IOM Thailand, the successful consultant will develop Monitoring and Evaluation Framework for IOM’s CREST (Corporate Responsibility in Eliminating Slavery and Trafficking) in Garment, Footwear and Accessories initiative. CREST is a regional partnership initiative that aims to realize the potential of business to uphold the human and labour rights of migrant workers in their operations and supply chains.

Migrant workers are an increasingly important part of the global apparel and home textiles industry workforce, due in large part to the predominance of “fast fashion”. As brands and retailers offer ever more rapidly changing collections at bargain prices, there is a greater need for lower-cost production sites that can deliver quality items at short notice. This has resulted in a shift in apparel and home textile industries, with temporary and contract workers (often internal or international migrants) preferred over regular and permanent workers to keep costs low.

As a consequence, workers often deliver under deplorable and hazardous conditions, facing long working hours, low wages, a lack of regular contracts, and extremely tight deadlines without commensurate pay and rest hours. Both local and internal and international migrant workers are exposed to such conditions.

Therefore, IOM is implementing a 3-year regional initiative to strengthen corporate responsibility to eliminate labour exploitation, slavery and trafficking in apparel and home textile supply chains in Bangladesh, India and Thailand.

2. RESPONSIBILITIES AND ACCOUNTABILITIES:

Consultant will be expected to carry out and deliver on the following tasks:

a. Review project documents including the log frame, annual targets and indicators and existing monitoring tools.
b. Develop a comprehensive monitoring and evaluation framework and road map for implementation for the project:

- The framework should outline performance indicators (output and outcomes) with clear definitions, milestones, data collections strategies, and frequency of collection. It should include methodologies for measuring these and who is responsible for collection. It should also clearly demonstrate how the impacts outlined will be measured and evidence for the evaluations will be generated. Systematic disaggregation of data including by sex, disability, geographical location and income status will be important throughout.
- The framework should take into consideration national open-source data collection systems, draw on existing data available and ensure new data collection proposed is complementary to existing systems and data is made available to national stakeholders as far as possible.

c. Develop the evaluation strategy that draws on revised OECD-DAC evaluation criteria. The Evaluation should gather robust evidence about how, where and why (or why not) the programme was effective and achieved results. Knowledge, Attitude and Practice (KAP) changes will be important to capture. The evaluation strategy should correspond to the project’s operation context, learning and operational needs, as well as donor requirements. It should also specify how evaluative data will be captured.

d. Develop draft terms of reference for conducting the independent mid-term review and final evaluation.

3. DELIVERABLES

Consultant will provide a final report that includes

- A comprehensive M&E framework for the 3-year project including a detailed implementation plan for monitoring activities, an evaluation strategy as well as design and information requirements for the evaluation.
- A baseline assessment and plan to address any information gaps through survey or other relevant data collection tools.
- Terms of Reference for independent external mid-term and final evaluation.
- Findings gathered during the framework development and review of existing M&E systems, with recommendations.

4. DESIRABLE 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 level 2
  - 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.

• Managerial Competencies – behavioural indicators level 2
  o Leadership: provides a clear sense of direction, leads by example and demonstrates the ability to carry out the organization’s vision; assists others to realize and develop their potential.
  o Empowering others and building trust: creates an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.
  o Strategic thinking and vision

5. EDUCATION AND EXPERIENCE:

• Academic degree in Business Research, Research, Statistics, Economics, Social Science and other relevant fields;
• University degree in the above fields with two years of relevant professional experience.
• Experience working on M&E, research, labour migration, business, corporate social responsibility;
• Demonstrated experience in monitoring and evaluation, research;
• Strong quantitative and qualitative research skills, proven experience in sociological field research is an advantage;
• Demonstrated ability to meet deadlines and to write clearly and accurately;
• Knowledge and understanding of migration issues in South-East Asia;
• Ability to work in a multicultural team and with counterparts at different levels;
• Team work oriented but with a capacity to work independently;
• Computer literate.

6. Languages

Fluency in English, excellent writing and communication skills.

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.

Only candidates residing in either the country of the duty station or from a location in a neighboring country that is within commuting distance of the duty station will be considered. In all cases, a prerequisite for taking up the position is legal residency in the country of the duty station, or in the neighboring country located within commuting distance, and work permit, as applicable.

How to apply:

Interested candidates are invited to submit their applications along with a duly completed IOM Personal History Form to the IOM Bangkok Human Resources Unit at e-mail bkkrecruitment@iom.int by January 14, 2020 at the latest. The form can be downloaded from http://thailand.iom.int/sites/default/files/Recruitment/IOM%20Personal%20History%20Form%20with%20Declaration.xls Kindly indicate the reference code CFCV068/2019 followed by your full name in the subject line.

Applications should include: a) a cover letter, indicating the dates of availability; b) a curriculum vitae; c) a duly completed IOM Personal History Form (may be downloaded from thailand.iom.int);

Only shortlisted candidates will be contacted.

Posting period:
From 24.12.2019 to 14.01.2020