

Open to Internal and External Candidates

Position Title	: Consultant for IOM's Ex-Post Evaluation of Strengthening Identification and Referral of Victims of Trafficking in Thailand Project
Duty Station	: Home-Based
Classification:	Consultancy
Type of Appointment	: Consultant Contract (3 months)
Desired Start Date	: As soon as possible
Closing Date	: 3 July 2024
Reference Code	: CFA070/2024 (EXT)

(Opens for Thai Nationals Only)

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:

Established in 1951, the International Organization for Migration (IOM) is the leading intergovernmental organization in the field of migration. It is committed to the principle that humane and orderly migration benefits both migrants and society. As a related organization within the United Nations system, IOM supports migrants across the world, developing effective responses to shifting migration dynamics. Consequently, it serves as a crucial source of advice on migration policy and practice. The organization works in emergency situations to build the resilience of all people on the move, particularly those in vulnerable situations, and to build governmental capacity to manage all forms and impacts of mobility.

The organization is guided by the principles enshrined in the Charter of the United Nations, including the upholding of human rights for all. The rights, dignity, and well-being of migrants remain a paramount concern for IOM.

IOM commenced its operations in Thailand in 1975 by assisting the resettlement of Indo-Chinese refugees to countries offering them permanent residence. When the Kingdom of Thailand joined IOM as a member state in 1986, the organization's cooperation with the Royal Thai Government expanded to cover all aspects of migration affecting the Kingdom and its neighbors. This cooperation includes aspects such as labor migration, migration health, counter-trafficking, emergency and post-crisis response, institution building, border management, security and law enforcement.

Today, IOM has a substantial presence in Thailand, with over 450 personnel working on more than 50 active projects across 11 locations in the country. The IOM Mission in Thailand operates out of a main office in central Bangkok and maintains four sub-offices and six project offices in the Bangkok Metropolitan Area, Chiang Mai, Mae Hong Son, Mae Sariang, Mae Sot and Samut Prakarn.

2. RESPONSIBILITIES AND ACCOUNTABILITIES

Consultant will be responsible for delivering report and activities on a three-instalment payment basis:

1. First deliverable –Inception report, methodology, and workplan

First instalment payment (15% of the total contract value: *based on the submitted Technical and Financial Offer*) by the delivery date based on the submitted schedule in line with Annex A - [Evaluation terms of reference](#).

2. Second deliverable – to submit and conduct the following tasks:

- Field data collection
- Presentation of initial findings and debriefing
- Draft evaluation report in line with annex A: Evaluation terms of reference
- Draft Evaluation matrix
- Draft partially completed management response matrix
- Draft report presentation
- Draft Evaluation learning brief (IOM template)

Second instalment payment (50% of the total contract value: *based on the submitted quotation*) by the delivery date based on the submitted schedule in line with Annex A - *Evaluation Terms of reference*.

3. Final Deliverable – to submit and conduct the following tasks:

- Final Evaluation report in line with annex A: [Evaluation terms of reference](#)
- Final evaluation matrix
- Partially completed management response matrix Final Evaluation learning brief (IOM template)
- Presentation of result
- Anonymized dataset and media collected related to the evaluation

Final instalment payment (35% of the total contract value: *based on the submitted quotation*) by the delivery date based on the submitted schedule in line with Annex A: *Evaluation Terms of reference*.

4. REQUIRED QUALIFICATION AND EXPERIENCE

Education:

- Master's degree in Monitoring and Evaluation, Development studies, Economics, Social Sciences or any related field from an accredited academic institution.

Experience:

- At least 7 years of professional experience in conducting evaluations, including feasibility studies and impact assessments, with government actors and/or international organizations.
- Extensive knowledge in data collection and analysis (including qualitative, quantitative and participatory approaches).
- Experience in evaluating gender, human rights and most left behind groups.
- Experience in one of the organizations of the UN Common System and field experience is preferable.
- Knowledge of the rule of law, border management, migration management, good governance and human rights.

Skills:

- Ability to meet deadlines in fast paced environment with minimum supervision.
- Good team player, dedicated, ability to monitor and follow up on pending matters.

Languages:

- Fluency in English and Thai (oral and written) is required.

4. DESIRABLE COMPENTENCIES

Values

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintain 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: demonstrate 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.

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 to the IOM Bangkok Human Resources Unit at e-mail bkkrecruitment@iom.int by **Wednesday 3 July 2024** at the latest.

Kindly indicate the reference code **CFA070/2024 (EXT)** 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 which can be downloaded from [this link](#).
- d) Technical and Financial Proposal

Only shortlisted candidates will be contacted.

Posting period: 19.06.2024 – 03.07.2024