

Position Title : **Monitoring and Evaluation Officer**
Duty Station : **Bamako, Mali**
Classification : **Professional Staff, Grade P2**
Type of Appointment : **Fixed term, one year with possibility of extension**
Estimated Start Date : **As soon as possible**
Closing Date : **23 May 2023**

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, 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.

IOM is committed to a diverse and inclusive work environment. Read more about diversity and inclusion at IOM at www.iom.int/diversity.

Applications are welcome from first- and second-tier candidates, particularly qualified female candidates as well as applications from the non-represented member countries of IOM. For all IOM vacancies, applications from qualified and eligible first-tier candidates are considered before those of qualified and eligible second-tier candidates in the selection process.

For the purpose of this vacancy, the following are considered first-tier candidates:

1. Internal candidates
2. Candidates from the following non-represented member states:
Antigua and Barbuda; Aruba (Netherlands); Botswana; Cabo Verde; Comoros; Congo (the); Cook Islands; Curaçao; Fiji; Grenada; Guinea-Bissau; Holy See; Iceland; Kingdom of Eswatini; Kiribati; Lao People's Democratic Republic (the); Madagascar; Marshall Islands; Micronesia (Federated States of); Namibia; Nauru; Palau; Saint Kitts and Nevis; Saint Lucia; Seychelles; Solomon Islands; Suriname; The Bahamas; Timor-Leste; Tonga; Tuvalu; Vanuatu

Second tier candidates include:

All external candidates, except candidates from non-represented member states.

Context:

Launched in 2022, with funding from the European Union, the Migrant Protection, Return and Reintegration Programme in Sub-Saharan Africa (MPRR – SSA) enables migrants who decide to return to their country of origin to do so in a safe and dignified manner, in full respect of international human rights standards and the principle of non-refoulement. In close partnership with state and non-state actors, it provides assistance to returnees to help them rebuild their lives in their country of origin through an integrated approach to reintegration that seeks to address the economic, social and psychosocial needs of returnees while including their communities in the reintegration process.

Under the overall supervision of the Regional Director for the Regional Office (RO) for Central and West Africa in Dakar and direct supervision of the Chief of Mission (CoM), and in close

collaboration with the Head, Programme Policy and Support Unit (PPSU), and the Head, Protection Division and Regional Monitoring and Evaluation Officer of RODakar, and relevant specialists at Headquarters (HQ), the successful candidate will coordinate and contribute to the effective implementation of the Monitoring and Evaluation of the MPRR programme in Mali Country Office.

Core Functions / Responsibilities:

1. In consultation with Head, PPSU and relevant staff, contribute to the development and implementation of the MPRR standardized Monitoring and Evaluation system, including M&E workplan, tools, quality assurance mechanisms and data collection methods and procedure and facilitate their mainstreaming.
2. Work in close consultation with Head, PPSU and relevant staff, as well as with the Regional Monitoring and Evaluation Officer to consolidate and share, as necessary, relevant M&E information to inform project progress and improvement in line with IOM and donor requirements;
3. In the framework of the MPRR, coordinate and monitor accurate and reliable data collection, data cleaning and validation, storage, analysis and results dissemination in a timely manner.
4. Support the analysis of data, including generation of routine statistical and analytical reports as required and to measure progress to programme goals and objectives.
5. Contribute to the development of reliable data management processes, including standardization of data format and structure and strong data quality assurance mechanisms.
6. Participate in the process for identifying the key performance questions, indicators and parameters for monitoring programme performance and achievements. Contribute to the design of the format for performance reports;
7. Support in designing, testing and reviewing information and data collection tools. Provide technical inputs, as required;
8. Undertake regular field visits to coordinate the implementation of M&E and to provide procedural guidance;
9. Coordinate and/or undertake and compile necessary project data collection tasks;
10. Organize and contribute to the staff capacity building, develop training on specific M&E aspects;
11. Ensure synergy and complementarity with other similar programmes and projects of Mali Country Office to facilitate a common approach;
12. Review donor reports including project summary reports, quarterly flash updates and annual narrative reports;
13. Provide support for evaluation and collaborate to draft management response for evaluation recommendations and support with the monitoring of their implementation;
14. In close coordination with the relevant units, draft, compile and/or review quarterly and/or annual internal and external project reports, not limited to M&E;
15. Ensure proper coordination with RO Dakar, through the Regional MEAL Officer, for all requested coordination tasks, including CO's Monitoring and Evaluation activities implementation, M&E institutional strengthening and capacity building, etc.; and,

16. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Master's degree in Political or Social Science, Business Administration, International Relations or a related field from an accredited academic institution with two years of relevant professional; and,
- University degree in the above fields with four years of relevant professional experience.

Experience

- Experience in the development or review of log frames/result matrices and M&E work plans;
- Proven experience in data management including data collection (surveys in particular); data cleaning and drafting statistical & analytical reports in a humanitarian or development context;
- Experience in organizing and delivering training and strengthening capacities in M&E;
- Experience in Project Cycle Management (PCM) and Results Based Management (RBM);
- Field experience in the Migration, Humanitarian or Development fields, focusing on project monitoring and evaluation; Experience in liaising with governmental authorities, donors, academia, other national/international institutions and NGOs;
- Excellent team building skills with a track record in team coordination and building trust; and,
- Work experience in/familiarity with the region is an asset

Skills

- Demonstrated knowledge of development of data collection tools, their administration and evaluation techniques and practices;
- Excellent level of computer literacy, including database applications, statistical software such as PowerBi, R or SPSSAbility to adapt M&E tools to work effectively with local authorities, stakeholders and beneficiaries;
- Good reporting and writing skills in English and ability to meet deadlines
- Knowledge of remote monitoring and evaluation techniques.
- Knowledge and understanding of the migration issues in the region is an advantage.

Languages

IOM's official languages are English, French, and Spanish.

For this position, fluency in English and French is required (oral and written).

Proficiency of language(s) required will be specifically evaluated during the selection process, which may include written and/or oral assessments.

Notes

¹ Accredited Universities are the ones listed in the UNESCO World Higher Education Database (<https://whed.net/home.php>).

Required Competencies:

Values - all IOM staff members must abide by and demonstrate these five values:

- **Inclusion and respect for diversity:** Respects and promotes individual and cultural differences. Encourages diversity and inclusion.
- **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 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 actions 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

- **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 leadership and professional potential.
- **Empowering others:** Creates an enabling environment where staff can contribute their best and develop their potential.
- **Building Trust:** Promotes shared values and creates an atmosphere of trust and honesty.
- **Strategic thinking and vision:** Works strategically to realize the Organization's goals and communicates a clear strategic direction.
- **Humility:** Leads with humility and shows openness to acknowledging own shortcomings.

IOM's competency framework can be found at this link.

https://www.iom.int/sites/default/files/about-iom/iom_revised_competency_framework_external.pdf

Competencies will be assessed during a competency-based interview.

Other:

Internationally recruited professional staff are required to be mobile.

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

This selection process may be used to staff similar positions in various duty stations. Recommended candidates endorsed by the Appointments and Postings Board will remain eligible to be appointed in a similar position for a period of 24 months.

The list of NMS countries above includes all IOM Member States which are non-represented in the Professional Category of staff members. For this staff category, candidates who are nationals of the duty station's country cannot be considered eligible.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances. Subject to certain

exemptions, vaccination against COVID-19 will in principle be required for individuals hired on or after 15 November 2021. This will be verified as part of the medical clearance process.

Vacancies close at 23:59 local time Geneva, Switzerland on the respective closing date. No late applications will be accepted.

How to apply:

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 23 May 2023 at the latest, referring to this advertisement.

IOM only accepts duly completed applications submitted through the IOM e-Recruitment system. The online tool also allows candidates to track the status of their application.

Only shortlisted candidates will be contacted.

For further information please refer to: www.iom.int/recruitment

Posting period:

From 10.05.2023 to 23.05.2023

No Fees:

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training or other fee). IOM does not request any information related to bank accounts.

Requisition: VN 2023 185 Monitoring and Evaluation Officer (P2) Bamako, Mali (58121520) Released
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