



IOM International Organization for Migration

## CONSULTANT (SCR)

### OPEN TO INTERNAL & EXTERNAL CANDIDATES

Organizational Unit	: <b>SOCIAL COHESION &amp; RECONCILIATION</b>
Expertise	: <b>EVALUATION - MENTAL HEALTH AND PSYCHOSOCIAL SUPPORT</b>
Duty Station	: <b>COLOMBO</b>
Type of Appointment	: <b>CONSULTANCY</b>
Estimated Start Date	: <b>ASAP</b>
Closing Date	: <b>30 JANUARY 2022</b>

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 government and migrants.

IOM is committed to a diverse and inclusive environment. Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

#### Project Context and Scope:

Since 2016, IOM Sri Lanka has been providing technical support to the Government of Sri Lanka in setting up the Office for Reparations (OR). The Office for Reparations Act No. 34 of 2018, promulgated on 10th October 2018, made provision for the establishment of the Office for Reparations, for that Office to identify aggrieved persons eligible for reparations and provide individual and collective reparations. The OR became operational with the appointment of the Chairperson and other Members with effect from 1st April 2019.

In pursuance of its mandate of providing relief to 'aggrieved persons'<sup>1</sup> who have suffered due to conflicts that occurred in Sri Lanka and of assisting such victims to rebuild and restore their lives, the Office for Reparations has designed a psychosocial support programme as one of its key interventions to respond to the needs of victims the aggrieved persons. The programme adopted a Case Management Approach - a mechanism of using Case Managers who are trained using the "Support Programme for Aggrieved Persons – Manual for Training of Case Managers Delivering Psychosocial Support"<sup>2</sup> to work with the affected communities, to enhance their psychosocial wellbeing.

The main purpose of the evaluation is to generate substantive evidence-based knowledge by identifying good practices and lessons learned from intended and unintended impact of the psychosocial response of the pilot psychosocial programme of the OR. The results from this exercise will be highly useful to enable any adjustment/redirection that may be necessary for future OR interventions and development of a MHPSS long-term strategy for the Office for Reparations. The overall objective of this exercise is to determine the relevance, impact, efficiency, effectiveness and sustainability of the psychosocial support interventions on the well-being of the aggrieved persons.

Under the overall supervision of the Deputy Chief of Mission IOM Sri Lanka & Maldives and the direct supervision of the Head of Social Cohesion & Reconciliation, the Consultant will be responsible to support the Office for Reparations (OR), in the evaluation of the pilot psychosocial support programme under the guidance of the Chairperson/Director General in coordination with IOM's Psychosocial Consultant and the expert Mental Health & Psychosocial Support consultant In line with the Reparations Policy and Guidelines 2021. The incumbent will be accountable for the following:

#### Core Functions / Responsibilities:

1. Observing, monitoring and documenting of the stages and progress of the psychosocial programme.
2. Assessing the relevance, impact, effectiveness, efficiency, and sustainability of the programme.
3. Assessing the knowledge transferred to case managers through trainings and supervisions.
4. Assessing the psychosocial wellbeing of the participants at the end of the programme.
5. Assessing the outcome of the case management and interventions on the wellbeing of the participants.

<sup>1</sup> OFFICE FOR REPARATIONS ACT, No. 34 OF 2018. Part V General. Interpretation. 27. Parliament of The Democratic Socialist Republic of Sri Lanka. Retrieved from <https://www.parliament.lk/uploads/acts/gbills/english/6107.pdf>

<sup>2</sup> Ganesan, M., Fernando, S. & Akuretiya, S. (2021), Manual for training of Case Managers delivering psychosocial support. Colombo: Office for Reparations. Retrieved from [http://reparations.gov.lk/web/index.php?option=com\\_content&view=article&id=127&Itemid=283&lang=en](http://reparations.gov.lk/web/index.php?option=com_content&view=article&id=127&Itemid=283&lang=en)

6. Analyse and report findings from the evaluation, and produce a final report.
7. Make recommendations to develop the psychosocial programme further.

### **The key Deliverables and Timeline.**

A specific and detailed assessment design should be presented by the consultant on the following mixed methods of information gathering:

- a. Focus group discussions (FGD) with aggrieved persons and the case managers
  - b. Structured and semi-structured interviews with key informants and relevant stakeholders
  - c. Desk review of programme documentation
  - d. Participant observation
1. Detailed Inception Report (Electronic version to be submitted by two weeks upon signing contract).
  2. Presentation of initial findings to the OR/Board by April 2022.
  3. Draft Evaluation Report (Electronic version to be submitted in May 2022).
  4. Presentation of infographics of evaluation in June 2022.
  5. Final Evaluation Report (Electronic and hard copy versions to be submitted in July 2022 after receiving consolidated comments and feedback from OR and IOM on the draft report).
  6. Final Presentation of Evaluation in July 2022 after submission of Final Report.

### **Performance Indicators for Evaluation of Results**

1. Presenting to OR and IOM a detailed inception report describing the evaluation methodology, detailed work plan, the outline of the final report in addition to the inception report.
2. Adapting tools and field work including FGDs, interviews involving OR and IOM staff based on availability.
3. Data analysis and writing of draft report.
4. Comments and feed-back of draft report.
5. Incorporation of comments on draft report.
6. Preparation of the PowerPoint Presentation to OR.
7. Preparation of the infographics based on the findings.
8. Submission of the final report of the evaluation.
9. Presentation of the evaluation findings.

### **Required Qualifications and Experience**

#### **Education**

- Post-graduate/higher degree qualifications in Psychology, Sociology, Anthropology, Social Sciences, statistics, peacebuilding and/or conflict transformation.

#### **Experience**

- Extensive experience in programme evaluation and must have completed at least one high quality programme evaluations in that period, at least one of them being related to psychosocial support response in emergencies and in gender mainstreaming in humanitarian contexts
- Extensive national and/or international experience in assessing psychosocial responses in emergencies and/or post-conflict context
- Excellent writing and communication skills with sufficient experience in conducting focus group discussions and key informant interviews in all settings

#### **Languages**

Fluency in **English** is required. Working knowledge of Sinhala/Tamil will be advantageous.

### **Required 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 1*

- 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***

Appointment will be subject to certification that the candidate is medically fit for appointment and successful reference checks. Women with the above qualifications are encouraged to apply.

***How to apply:***

Candidates with the required qualifications and competencies are invited to submit their candidature for the position to **HRSRILANKA@iom.int** together with the following documents;

- (1) Cover letter
- (2) Updated Curriculum Vitae
- (3) **Technical and Financial Proposal**, demonstrating the understanding of subject matters and outlining the proposed methodology, timeline and budget). All documents shall be single spaced, 12 point Times New Roman and in English.

Or by post to Human Resources Department, International Organization for Migration, 80A Elvitigala Mawatha, 9<sup>th</sup> Floor, Institute of Bankers of Sri Lanka Building, Colombo 08, indicating the position applied for on the envelop by **Sunday 30<sup>th</sup> January 2022**.

Only shortlisted candidates will be contacted.

***Posting period:***

From 23.01.2022 to 30.01.2022