Organization or Agency: International Organization for Migration (IOM)
Position Title: Researcher on Programme Impact (Consultant)
Organizational Unit: Community Stabilization Unit
Duty Station: Erbil-Iraq
Type of Contract: Sub-Contract to Stars & Orbit
Grade: Ungraded
Duration of Appointment: Three (3) months, with possibility of extension subject to satisfactory performance and funds availability
Closing Date: 22nd July 2020
Reference Code: CFA2020/IRQ/211

IOM is committed to a diverse and inclusive environment. Applications from qualified female candidates are especially encouraged, as well as the internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, the internal candidates are considered as first-tier candidates.

Context/Reporting line:

Since September 2018, IOM has implemented the European Union-funded Awda Amina in Dohuk and northern Diyala. The objective is to strengthen the Government’s management of migration by providing institutional support and community-based reintegration services. IOM seeks to address social tensions between IDPs, returnees, and/or host communities; improve socio-economic opportunities for IDPs and returnees; and strengthen the government’s ability to provide timely, effective and sustainable migration management.

Although IOM carries out programming under the same grant in both locations, the two locations differ vastly. Dohuk is located within the Kurdistan Region of Iraq and is predominantly Kurdish with small minorities of Turkmen, Arabs, Yezidis, and several Assyrian, Chaldean, and Armenian Christian communities. Dohuk was largely unaffected by the violence and occupation by the Islamic State (ISIS) or the military campaign to retake territory from the group. Instead, it received a significant number of IDPs fleeing these events (a total of 318,786 as at 29 February 2020), predominantly from minority Yezidi and Christian communities. As such, IOM’s social cohesion programming focuses on tensions between IDPs and the host community. A key policy question going forward in Dohuk is how prospects and pathways for local integration are affected by social tension and social cohesion.

Khanaqin district, by contrast, is located in northern Diyala and is part of Iraq’s disputed territories with ownership contested by both the Federal and Kurdish governments. It is home to a mix of Kurdish and Arab communities (of both Sunni and Shia orientation), as well as a small number of minorities. In June 2013, ISIS attacked Jalawla and later Saadiya, causing mass displacement to Khanaqin (the district centre.) Since the territory was reclaimed by the government, IDPs have slowly returned, and as at 29 February 2020, Diyala governorate hosts 54,132 IDPs and 230,190 returnees. The relationship between different Arab and Kurdish communities in Khanaqin has a long history of both social tension and coexistence, and IOM’s programming focuses on the relationship between different ethno-sectarian groups; between returnees and ‘stayees’ in areas formerly occupied by ISIL; and also between IDPs and the host community. A key policy question going forward in Khanaqin is how to approach social cohesion in a context where there are pre-existing, recent, and emerging divisions within the same community.

In both Dohuk and Diyala, IOM has established community centres aimed at carrying out activities to reduce...

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1 The project’s specific objectives are: 1) Improve GoI migration governance structure and policies; 2) Strengthen coordination of reintegration infrastructure in return areas; and 3) Enhance socio-economic inclusion of conflict-affected populations.
social tension and enhance social cohesion between the target groups. In early 2020, IOM conducted a baseline assessment in Dohuk to measure the relevance and effectiveness of its stabilization programming. No baseline was collected in northern Diyala.

Under the general guidance of the Chief of Mission (CoM), overall Supervision of the Head, Community Stabilization Unit (CSU) and the direct supervision of the Conflict Analyst, the Researcher will assist the International Organization for Migration (IOM), the Government of Iraq (GoI), and other relevant domestic and international partners to:

1. Understand the impact that IOM social cohesion programming has had in mitigating social tension and promoting foundations for peaceful coexistence.
2. Review the effectiveness of the "Awdā Amina" project in the current context; and
3. Inform future project development.

The work of the consultant shall be reviewed and validated by the Reference Group (RG), which shall consist of: The Head of Stabilization, CSU Project Coordinator(s) and Project Officer(s), Head of Mission, and the M&E Officer. The RG shall review relevant documentation during the implementation of the baseline assessment including the final report. After the finalization of the evaluation, the RG shall play a key role in facilitating the validation and ownership of the assessment findings and ensure effective sharing and use of lessons learned about what works and what does not work for programme improvement and accountability at all levels.

**Core Functions / Responsibilities**

The consultant is expected to produce the following deliverables:

1. Work plan and inception report.
2. Briefing and debriefing meetings in addition to the routine meetings and discussions with the CSU implementing team, the MEAL team, programme management, project focal points and IOM management.
3. Summary of initial findings.
4. A final report including a literature review of relevant programming in comparative contexts and an appraisal of programming in Diyala and Dohuk based on the methodology outlined above.
5. A PowerPoint of these findings, including a clear stabilization strategy for IOM Iraq for future programming in Iraq generally and specifically in Diyala and Dohuk.

**Methodology:**

IOM will carry out the study in Dohuk and Diyala, comprised of two parts:

1. A common set of past-looking indicators. The core indicators will be identical for both locations to enable a basic comparison. However, IOM will also add extra indicators specific to each location. This would also complete the ‘endline’ study for Dohuk’s existing baseline.
2. A forward-looking policy question for each location that will inform future programming. Details are provided below.

Both components (i.e. both (1) past-looking indicators and (2) forward-looking policy question) will be addressed simultaneously in each location as an integrated study, including a desk review and field research. IOM will contract the consultant to complete the Diyala research, while IOM will manage all data collection for the Dohuk study; the consultant will prepare an interview tool to this end. The consultant will use this data for analysis and report compilation, to answer the following key questions:

- a) What are the key drivers of social tension between [the target population]? (*the target population will vary between Dohuk and Khanaqin*)
- b) How, and to what extent does IOM’s social cohesion programming address these drivers of social tension?

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2 Project locations included the Sumel Youth Centre, Khanke camp and its greater community: Seje, Tanahi, Kar city, and Msurik.
c) Which activities proved effective in addressing drivers of social tension? Which activities were less (or not) effective? Did any activities (or other actions) exacerbate social tension?

d) To what extent, and in which ways, did IOM strengthen the capacity of the government to perform its functions? Did any actions or approaches undermine government capacity?

e) To what extent, and in which ways, did IOM increase participatory decision-making, strengthen trust between citizens and authorities, and build accountability of authorities? Did the intervention undermine participatory decision-making, mutual trust, and accountability at all?

The Dohuk study should also include indicators that relate to the baseline study and can therefore generate a baseline / endline comparison. Dohuk has the highest number of informal settlements in any part of Iraq, and the majority of IDPs do not intend to return to their areas of origin in the foreseeable future. In this context, prospects for local integration are becoming a pressing concern. Therefore, the study asks: How does social tension and social cohesion affect prospects and pathways for local integration of IDPs in Dohuk?

In addition to the common questions set out above, the Khanaqin study should include questions specific to IOM’s social cohesion programming in northern Diyala. Social relations in ethnically diverse Khanaqin are complex and there is a long history of both social tension and coexistence amongst communities, affected by conflict, displacement, and return. In this context, IOM seeks to understand how to approach social cohesion programming when there are pre-existing, recent, and emerging divisions within the same community.

Proposed workplan:

<table>
<thead>
<tr>
<th>Activity</th>
<th>Responsible</th>
<th>Location</th>
<th>3 Months</th>
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<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Aug  Sep  Oct</td>
</tr>
<tr>
<td>Meetings: CSU, M&amp;E team and other key staff in IOM Iraq</td>
<td>M&amp;E Team</td>
<td>Erbil</td>
<td>X</td>
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<tr>
<td>Desk review</td>
<td>Consultant</td>
<td>Erbil</td>
<td>X</td>
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<tr>
<td>Development/Review of KII and FGD tool</td>
<td>Consultant</td>
<td>Erbil</td>
<td>X</td>
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<tr>
<td>Conduct KII and FGD</td>
<td>Consultant</td>
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<td>X</td>
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<tr>
<td>Data Analysis</td>
<td>Consultant</td>
<td>Erbil</td>
<td>X</td>
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<tr>
<td>Report writing</td>
<td>Consultant</td>
<td>Erbil</td>
<td>X</td>
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<tr>
<td>Dissemination, feedback and debriefing</td>
<td>Consultant</td>
<td>Erbil</td>
<td>X</td>
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Required Qualifications

**Education:**

- Postgraduate degree in political science, international relations, conflict studies, statistics, or related fields from an accredited academic university or institute.

**Experience and Skills:**

- At least 5-7 years of hands-on experience working on stabilization programming, including social cohesion and MHPSS programming.
- Strong background in monitoring and evaluation techniques, and ideally have experience in doing assessments in conflict-affected countries, especially Iraq.
- Experience in developing and implementing stabilization, including social cohesion and MHPSS, interventions.
- Excellent knowledge and experience in survey design, implementation of surveys and statistical data analysis.
- Knowledge of Iraqi culture and the dynamics, especially in Diyala, Dohuk, and Ninewa governorates.
- Previous experience similar assignment with IOM, UN or donors, especially the European Union, is an advantage.

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4 For example, see NRC/IDMC, Nowhere to Return to, 1 November 2018, www.refworld.org/docid/5beb01d74.html, p. 31.
Languages:

- Fluency in English is required.
- Knowledge of local languages, including Kurdish and/or Arabic, is an advantage.

Behavioral Competencies

- Work prioritization and ability to multitask.
- Shares knowledge and experience.
- Positive, constructive attitude.
- Ability to work and act under pressure with discretion in politically sensitive environment with a minimum of comfort.
- Responds positively to critical feedback and differing points of view.
- Ready to work independently, under tight deadlines.
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability
- Ability to work in a multi-cultural team environment with a positive attitude.
- Highest standards of integrity, discretion and loyalty.
- Strives for supportive working environment and positive working relationship.
- Creates a respectful office environment free of harassment, retaliation, and promotes the prevention of sexual exploitation and abuse (PSEA).

IOM IN/234 - Policy and Procedures for Preventing and Responding to Sexual Exploitation and Abuse

IOM has a policy of zero tolerance of sexual exploitation and abuse (SEA) by IOM staff members and the employees or any other persons engaged and controlled by IOM Contractors. The staff members and all contract type holders shall protect against and prevent sexual exploitation and abuse (PSEA).

How to apply:

While this vacancy is open to both Internals and Externals, priority shall be given to qualified Internal applicants.

Interested candidates are invited to submit their applications, in a single PDF including 1) updated CV(s); 2) a letter with an expression of interest and a proposal, including an initial workplan with suggested methodologies and budget for all assessment related costs (consultancy fees, travel, per diem etc.); and 3) two recently written reports of similar evaluations.

Interested candidates are invited to submit their applications via this link: https://iraq.iom.int/jobs/researcher-programme-impact-consultant

In order for an application to be considered valid, IOM only accepts online profiles duly completed. Only shortlisted candidates will be contacted.

Posting period:

From: 08.07.2020 to: 22.07.2020