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**TERMS OF REFERENCE**

**COUNTRY PROGRAMME EVALUATION TEAM LEADER**

**MDV-ToR/2025/003**

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Hiring Office:	UNFPA Maldives Country Office
Background and purpose of consultancy:	<p>The 2024 UNFPA Evaluation Policy encourages country offices to conduct country programme evaluations (CPEs) for every programme cycle and, as a minimum, every two cycles. UNFPA Maldives will be undertaking a country programme evaluation (CPE) to provide an independent assessment of the performance of its 7th Country Programme (2022-2026) and offer an analysis of various facilitating and constraining factors influencing programme delivery and the achievement of intended results. The CPE will also draw conclusions and provide a set of actionable recommendations for the next programme cycle.</p> <p>UNFPA Maldives is seeking to hire the CPE Team Leader to provide support to the evaluation manager and the evaluation team during the CPE process.</p>
Scope of work:  <i>(Description of services, activities, or outputs)</i>	<p>The team leader will be involved in the phases of the CPE, namely Design, Field, Reporting and Dissemination and Facilitation of use phases as described in the <a href="#">UNFPA Evaluation handbook</a>.</p> <p>The evaluation team leader will hold the overall responsibility for the design and implementation of the evaluation. S/he will be responsible for the production and timely submission of all expected deliverables in line with the ToR. S/he will lead and coordinate the work of the evaluation team and ensure the quality of all evaluation deliverables at all stages of the process. The CPE manager will provide methodological guidance to the evaluation team in developing the design report, in particular, but not limited to, defining the evaluation approach, methodology and work plan, as well as the agenda for the field phase. S/he will lead the drafting and presentation of the design report and the draft and final evaluation report, and play a leading role in meetings with the ERG and the CO. The team leader will also be responsible for communication with the CPE manager. Beyond her/his responsibilities as team leader, the evaluation team leader will serve as</p>



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	<b>technical expert for one or more thematic areas</b> of the country programme described below.
Duration and working schedule:	The consultancy will be for a duration of 35 days of work over April to November 2025.
Place where services are to be delivered:	The team leader is expected to work remotely. Applicants who are not Maldivian citizens must have a valid work permit to work in Maldives.
Supervisory arrangements:	The team leader will report to the CPE Manager. The CPE Manager will manage and monitor the progress of the evaluation and payments will be released upon approval by the CPE Manager.
Expected travel:	Travel is required for the field work and will be determined based on needs identified notably during the fieldwork (data collection) phase.
Required expertise, qualifications and competencies, including language requirements:	<p>The competencies, skills and experience of the evaluation team leader should include:</p> <ul style="list-style-type: none"> <li>● Master’s degree in public health, social sciences, demography or population studies, statistics, development studies or a related field.</li> <li>● 10 years of experience in conducting or managing evaluations in the field of international development.</li> <li>● Extensive experience in leading complex evaluations commissioned by United Nations organizations and/or other international organizations and NGOs.</li> <li>● <b>Demonstrated expertise in one of the thematic areas of the country programme covered by the evaluation (see expert profiles below).</b></li> <li>● In-depth knowledge of theory-based evaluation approaches and ability to apply both qualitative and quantitative data collection methods and to uphold high quality standards for evaluation as defined by UNFPA and UNEG.</li> <li>● Ability to ensure ethics and integrity of the evaluation process, including confidentiality and the principle of do no harm.</li> <li>● Ability to consistently integrate human rights and gender perspectives in all phases of the evaluation process.</li> <li>● Excellent management and leadership skills to coordinate the work of the evaluation team, and strong ability to share technical evaluation skills and knowledge.</li> <li>● Experience working with a multidisciplinary team of experts.</li> </ul>



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	<ul style="list-style-type: none"><li>● Excellent ability to analyze and synthesize large volumes of data and information from diverse sources.</li><li>● Excellent interpersonal and communication skills (written and spoken).</li><li>● Work experience in/good knowledge of the region and the national development context of Maldives.</li><li>● Fluent in written and spoken English.</li></ul>
Other relevant information or special conditions, if any:	The team leader must have their own laptop.
Signature of Requesting Officer in Hiring Office:  Date: 20 February 2024	