



United Nations Population Fund

**TERMS OF REFERENCE**  
**POPULATION DYNAMICS EXPERT**  
**MDV-ToR/2025/004**

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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 a population dynamics expert 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 thematic expert 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 population dynamics expert will provide expertise on population and development issues, such as census, ageing, migration, the demographic dividend, and national statistical systems. S/he will contribute to the methodological design of the evaluation and take part in the data collection and analysis work, with overall responsibility of contributions to the evaluation deliverables in her/his thematic area of expertise. S/he will provide substantive inputs throughout the evaluation process by contributing to the development of the evaluation methodology, evaluation work plan and agenda for the field phase, participating in meetings with the CPE manager, UNFPA Maldives CO staff and the ERG. S/he will undertake a document review and conduct interviews and group discussions with stakeholders, as agreed with the evaluation team leader.</p> <p>The modalities for the participation of the evaluation team members in the evaluation process, their responsibilities during data collection and analysis, as well as the nature of their respective contributions to the drafting of the design report and the version 1 and version 2 evaluation report will be</p>



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	agreed with the evaluation team leader. These tasks will be performed under her/his supervision.
Duration and working schedule:	The consultancy will be for a duration of 25 days of work over April to November 2025.
Place where services are to be delivered:	The population dynamics expert is expected to work remotely. Applicants who are not Maldivian citizens must have a valid work permit to work in Maldives.
Supervisory arrangements:	The population dynamics expert will report to the CPE Manager and Evaluation Team Leader. 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 population dynamics expert should include:</p> <ul style="list-style-type: none"> <li>● Master’s degree in demography or population studies, statistics, social sciences, development studies or a related field.</li> <li>● 5-7 years of experience in conducting evaluations, reviews, assessments, research studies or M&amp;E work in the field of international development</li> <li>● Substantive knowledge on the generation, analysis, dissemination and use of housing census and population data for development, population dynamics, migration and national statistics systems.</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>● Solid knowledge of evaluation approaches and methodology and demonstrated ability to apply both qualitative and quantitative data collection methods.</li> <li>● Excellent analytical and problem-solving skills.</li> <li>● Experience working with a multidisciplinary team of experts.</li> <li>● Excellent interpersonal and communication skills (written and spoken).</li> <li>● Work experience in/good knowledge of the national development context of Maldives.</li> <li>● Familiarity with UNFPA or other United Nations organizations’ mandates and activities will be an advantage.</li> </ul>



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	<ul style="list-style-type: none"><li>• Fluent in written and spoken English and knowledge of Dhivehi will be an added advantage</li></ul>
Other relevant information or special conditions, if any:	The population dynamics expert must have their own laptop.
Signature of Requesting Officer in Hiring Office: Date: 20 February 2024	