



VACANCY ANNOUNCEMENT

Organization: UNDP
Title: Outcome Evaluation Consultant for mine action programme
Deadline: October 3, 2008
Duty station: Dushanbe with some travel to rural districts (programme sites)
Type of contract: Special Services Agreement
Duration: 3 weeks (Preferably starting early November 2008)

Instruction for submission of applications: Please fill out an Application form for SC/SSA positions posted on www.undp.tj by following the *job vacancies* link from this webpage. Please note that no other type of application form will be considered for such positions, other than the one found at the link specified above.

A. Background

Mine/UXO problem: Mine and Explosive Remnants of War (ERW) contamination in central Tajikistan remain the legacy of the civil war from the 1990s. The mining of the Uzbekistan and Tajikistan border areas by Uzbek Forces is more recent, and was done to counter a perceived threat of cross border infiltration by Islamic militants. Mines laid along the border with Afghanistan were originally placed by Soviet forces and were later maintained by Russian forces to counter cross border infiltration and for self-protection.

During a country wide survey undertaken by Swiss Foundation for Mine-action (FSD) between 2003-05 it was determined that approximately 50 km² of land was contaminated with mines and Un-exploded Ordinance (UXOs) – popularly known as Suspected Hazardous Areas (SHAs). However, during the past 5 years, various activities such as Land Release (LR), Technical Survey (TS) and Clearance, has reduced the SHAs level to approximately 32 km². TMAC estimates that by means of LR, TS and manual mined area clearance, it would be able to release approximately 5 km² of SHAs per year. This potentially means that Tajikistan could clear all the SHAs by early 2015. Therefore, the overall mine risk in Tajikistan is contained but will require several more years to eradicate. It is unlikely that Tajikistan will be able to meet its obligation as signatory to the International “Ottawa Treaty” to eliminate all known mines by 2010.

TMAC and Partners: The Tajikistan Mine Action Center (TMAC) was established in June 2003 by agreement between the Government of Tajikistan (GoTaj) and UNDP. TMAC oversees all aspects of the mine action programme in Tajikistan in collaboration with the mine action operators, relevant ministries, local authorities/communities and in consultation with UNDP. Although TMAC operates under a National Execution (NEX) modality, UNDP closely monitors and controls finances, human resources, international travel and procurement related tasks of TMAC.

TMAC was supported by International Advisors (UNDP sponsored) since its inception in June 2003 and they mostly played the role of a Project Manager with a counterpart nominated by GoTaj who has been working as National Project Director. However, since November 2007, when UNDP withdrew its full time advisory supports, the same National Project Director assumed the role of a National Project Manager. He is now the head of TMAC and works under the guidance and supervision of UNDP. The national mine action programme functions within a generally responsive and welcoming host nation environment.

The GoTaj's Commission on the Implementation of International Humanitarian Laws (CIIHL), established in July 1999, is supposed to oversee the performance of TMAC, approve all Agreements, Plans, Standards etc. and guides them as required. The Commission meets once a year to review progress and make recommendations for improvement.

TMAC undertakes the Mine Risk Education (MRE) and Mine Survivors Assistance (MSA) programmes in close collaboration with all relevant national and international agencies and institutions. The MRE programme in Tajikistan is a joint programme of TMAC and the Tajikistan Red Crescent Society (TajRCS). TMAC's national collaborative partners for MRE and MSA are principally the local authorities and the affected communities although for any policy matters they do collaborate with national authorities.

Tajikistan has only one mine clearance operator (FSD). Most of FSD's de-mining crews are seconded from the Ministry of Defence (MoD). FSD's work is tasked and quality controlled by the Tajikistan Mine Action Center (TMAC). The MoD is now preparing to establish a full-fledged humanitarian mine clearance unit (HMCU), within its ministry, with financial and technical supports from the Organization for Security and Cooperation in Europe (OSCE). This initiative is expected to get off the ground sometime early 2009. The first task of the HMCU/MoD will be to undertake TS throughout the country under TMAC's guidance. Like FSD, all de-mining work of the HMCU/MoD will be tasked and quality controlled by TMAC.

B. Terms of Reference

Under the guidance of UNDP Tajikistan's Programme Unit, the Consultant will conduct an **Outcome Evaluation** of the Country Programme Action Plan (CPAP) 2005-2009, Outcome # 6 to "Create a sustainable national institution to plan, coordinate and implement comprehensive mine action." This evaluation will cover the period from the start of the current CPAP in 2005 to the present. As the Tajikistan Mine Action Center (TMAC) is the sole beneficiary of Outcome #6, the Consultant will evaluate TMAC's progress towards this aim as well as UNDP's inputs to support TMAC over this period. The scope of consultancy shall include the following components of the mine action programme in Tajikistan and include recommendations for improvement or changes for future guidance:

1. Undertake a **Strengths, Weaknesses, Opportunities, and Threats (SWOT)** analysis on the existing working modalities between UNDP and TMAC and make appropriate recommendation for improvement and/or amendments given the prevailing circumstances. A draft UNDP TMAC Programme Document (2009-2011) may be a good starting point to review the working modalities;
2. Undertake a SWOT analysis on the performance of TMAC as a national entity to oversee all aspects of mine action programme in Tajikistan and its perceived role to represent the programme in all relevant national and international events. Review TMAC's organizational structure and capacity of TMAC staff in order to make specific recommendations for improvement and/or amendments. A relevant document to review in this respect is the findings of a recent SWOT analysis done on TMAC by the International Capacity Building Consultant (1st April – 30th September 2008) ;
3. Review the commitments and/or tangible initiatives of the GoTaj in addressing its mine action problems and make recommendation for UNDP to pursue with the GoTaj for increased national ownership and/or contributions. Outline the potential contributions of the GoTaj given the present and/or foreseeable economic conditions of the country;
4. Tajikistan is a State Party to the international Mine Ban Treaty, (sometimes referred to as the Ottawa Convention). Under Article 5 of the Treaty Tajikistan is obligated to eliminate all known mines by April 1, 2010. Given the existing resources with and/or the commitment of FSD, MoD, OSCE, UNDP and GoTaj, is it feasible to clear all the SHAs (**32 km²**) by 1st April 2010. If not, how much more resources would be needed and how to get it. Who else should be brought into play, how to bring it/them and what role it/they should play;
5. Review the Mine Action and Small Arms Light Weapons (SALW) integration process in Tajikistan and make recommendations for improvement and/or amendments. A relevant document to review in this respect is a July 2008 consultancy report on integration of SALW and mine action.

Implementation Arrangements: Prior to travel to Tajikistan, Consultant will be expected to conduct a desk review of all relevant documents provided by UNDP. Once in Tajikistan the Consultant will be involved with desk review and meetings with relevant officials. A three-day field visit to FSD and MRE/SALW project sites may also be useful. The Consultant will be expected to work 7 days a week with week-ends to be spent on documents review, report writing and meetings relevant to the consultancy. UNDP and TMAC will provide local logistics, space to work with required equipment and organize meetings. Both TMAC and UNDP will have Focal Points for the Consultant to deal with during the mission and they may also provide direction to the Consultant on day-to-day work.

Deliverables: The Consultant will provide the First Draft of the Outcome Evaluation Report within 15 days of completing his/her visit to Tajikistan with his/her findings on all of the five issues highlighted above with recommendations for improvement. Final Outcome Evaluation Report shall be submitted within 15 working days after receiving UNDP's comments on the first draft. The report shall be written in English – well written, articulated and focused. All major documents reviewed and the persons consulted by the Consultant should be acknowledged in the report. No reports related to the consultancy shall be shared without prior written authorization from UNDP.

End Use: The findings from the Outcome Evaluation will be used by UNDP senior management to determine how it should proceed over the next several years to ensure achievement of CPAP Outcome #6, including how to increase nationalized ownership of the mine action programme, what additional inputs are required from UNDP and/or other partners, and how to help the Government of Tajikistan meet its commitment to the Ottawa Convention.

Resource Materials

- Land Mine Monitor Report – 2007; <http://www.icbl.org/lm/2007/>
- Mine Action Project Portfolio-2008;
- TMAC Annual Report – 2007;
- Tajikistan National Mine Action Strategy (2006-2010) ;
- SALW Consultant's Report;
- Draft UNDP / TMAC Programme Document (2009-2011) ; and
- UNDP Tajikistan's CPAP (2005-2009) http://www.undp.tj/files/reports/CPAP_Eng.pdf
- Other relevant project documents, reports and documents from UNDP, TMAC, FSD and other partners
- TMAC Organigram

The selected Evaluation Consultant will be provided with all of the above mentioned documents for desk review prior to travel to Tajikistan.

C. Qualifications and Experience

- Master's Degree or equivalent in International Relations, Political Science, Economics or related social sciences;
- Substantive experience with development projects implementation, monitoring and evaluation, and conducting outcome evaluations is required;
- Previous experience and policy and technical knowledge of mine action programmes is beneficial;
- Good technical skills in measurement and evaluation, including grasp of methodological and operational dimensions and the ability to link corporate and country level issues;
- Good interpersonal, consultation, communication, facilitation and presentation skills;
- Excellent written skills, including report writing; and
- Fluency in English language both written and spoken is required; knowledge of Russian would be an asset.

Since UNDP Tajikistan currently has a majority of male employees, we strongly encourage qualified female to apply for this position. UNDP seeks to ensure that male and female employees are given equal career opportunities, and that staff members are able to keep an appropriate balance between work and private life.