

Job Title: Associate Evaluation Officer (P-2) - JPO

20504 | IOM

**Deadline for Applications:**

Organizational Unit: Independent Oversight Mechanism

Duty Station: The Hague - NL

Type of Appointment: Junior Professional Officer

Minimum Net Annual Salary: €55,000.00

Contract Duration: In accordance with the JPO MOU or Agreement

Organizational Context:

The Independent Oversight Mechanism performs the functions of investigation, inspection and evaluation in accordance with article 112, paragraph 4, of the Rome Statute. The Independent Oversight Mechanism (IOM) is a subsidiary body of the Assembly of States Parties to the Rome Statute. The IOM shall exercise operational independence under the authority of the President of the Assembly. The purpose of IOM is to ensure the Assembly of the effective and comprehensive oversight of the Court in order to enhance its efficiency and economy.

Duties & Responsibilities

Under the direct supervision of the Senior Evaluation Specialist and general direction of the Head of the IOM, the incumbent shall perform the following:

1. Contribute to the planning, organization and conduct of evaluations.
2. Assist with the conduct of evaluation interviews by taking and summarising notes.
3. Identify, collect and analyse qualitative and quantitative data and information relevant to any evaluation in order to integrate these into evaluation reports.
4. Search for, collect, organise and manage evaluation information and knowledge, ensuring that it is up to date and archived, as necessary.
5. Draft evaluation reports.
6. Assist with evaluation quality assurance activities and monitoring and evaluation activities.
7. Support evaluation capacity development by assisting with evaluation awareness raising and training activities; drafting and reviewing evaluation and monitoring systems and tools; and other similar activities.
8. Conduct post evaluation tasks such as following up the implementation of evaluation recommendations and recommending actions to close matters, where appropriate.
9. Contribute to the development and preparation of relevant policies, procedures and instructions reflecting recognised best practices in the area of evaluations in the UN systems and the wider international evaluation community.
10. Implement and maintain established procedures to ensure professional competency through the evaluation process.
11. Participate in briefings, meetings and presentations related to IOM evaluation mandate.
12. Perform other duties as assigned by the supervisor.

Special Note: The incumbent of this post may participate in the Court's Financial Disclosure Programme, administered on behalf of the ICC by the United Nations Ethics Office (UNEO). Information on the programme can be found here on the website of the UNEO [[UNEO Financial Disclosure Programme](#)].

Essential Qualifications**Education:**

Advanced university degree in evaluation, social psychology, sociology, international development, economics or any other related field. A first-level university degree, in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.

Experience:

- A minimum of two (2) years (four (4) years with a first level university degree) of professional work experience in monitoring and evaluation activities is required. Relevant experience within the United Nations or a similar system is desirable.
- Experience in working in an international organisation or a multicultural environment is highly desirable.
- Experience in using relevant statistical software packages (SPSS, Excel etc.) is required;
- Experience with PowerPoint, infographics and other presentation tools is desirable.

Knowledge, skills and abilities:

- Knowledge and understanding of theories, concepts and approaches relevant to evaluations;
- Demonstrated ability to assist in conducting evaluation assignments, and produce quality reports with relevant elements i.e. analysis and results;
- Ability to analyze large volume of complex qualitative and quantitative data and information;
- Competence in questionnaire and interview design;
- Excellent communication and negotiation skills required to advise and/or conduct interviews, give presentations;
- Strong demonstrated written skills with emphasis in report writing;
- Ability to work under demanding and at times conflicting work priorities and schedules;
- Determination, perseverance and the ability to network and build effective working relationships with stakeholders;
- Effective stress management skills;
- Adaptability and team spirit;
- Professional and personal integrity.

Knowledge of Languages:

Proficiency in one of the working languages of the Court, English or French, is required. Working knowledge of the other is an asset. Knowledge of another official language of the Court (Arabic, Chinese, Russian, Spanish) would be considered an asset.

ICC Core Competencies

Dedication to the mission and values

- Acts consistently in accordance with the mission and values of the Organisation;
- Maintains confidentiality, acts with integrity and shows respect for diversity;
- Shows commitment to the organisation;
- Presents a positive image of the organisation during external discussions.

Professionalism

- Applies professional and technical expertise;
- Keeps abreast of organisational issues;
- Produces workable solutions to a range of problems.

Teamwork

- Listens, consults and communicates proactively;
- Handles disagreements with tact and diplomacy;
- Recognises and rewards the contribution of others.

Learning and developing

- Identifies development strategies needed to achieve work and career goals and makes use of developmental or training opportunities;
- Learns from successes and failures;
- Seeks feedback and gives feedback to others to increase organisational effectiveness;
- Seeks opportunities for improvement of work;
- Has an open mind and contributes to innovation.

Handling uncertain situations

- Adapts to changing circumstances;
- Deals with ambiguity, making positive use of the opportunities it presents;

- Plans activities and projects well in advance and takes account of possible changing circumstances;
- Manages time effectively.

Interaction

- Expresses opinions, information and key points of an argument clearly;
- Handles contacts with diplomacy and tact;
- Communicates in a transparent and open way with internal and external contacts while complying with confidentiality requirements.

Realising objectives

- Accepts and tackles demanding goals with enthusiasm;
- Keeps to agreements with others;
- Focuses on client needs;
- Takes responsibility for actions, projects and people;
- Monitors and maintains quality and productivity.