



Ministry of Economic Development

Terms of Reference
for
Monitoring and Evaluation Specialist (Local)
World Bank Project Management Unit
Maldives: Enhancing Employability and Resilience of Youth Project
(MEERY; P163818)

1. Background

The World Bank Group's Country Partnership Framework endorsed by the Maldives and the World Bank board in May 2016, aims to support Maldives to achieve more inclusive and sustainable growth, making better use of the country's assets – human capital, natural assets, and financial resources.

The current World Bank engagement is focused on projects in fisheries, solid waste management, public financial management, improving employment with a special focus on tourism and IT sectors, renewable energy, urban development, COVID-19 response, and improving the country's health and social security systems.

One of the key initiatives under this response was the **COVID-19 Emergency Income Support Program** implemented with assistance from the World Bank. This project will assist the GoM to respond to the COVID-19 crisis and build better social protection systems to improve responsiveness and resilience in the future. Under the first component of the project, (a) financing the *COVID-19 Support Allowance*, has been implemented by the MoED in partnership with NSPA. During the program, which was carried out in 2020, over 20,000 affected individuals has been supported through an allowance. Although it is a temporary program, the data collected on beneficiaries will provide a basis for further government support, activation and reinsertion activities over time, with the objective of ensuring both the immediate welfare of beneficiaries and the rapid recovery of the economy and employment.

As part of the second component, (b) the World Bank is providing technical assistance (TA) to the government over a period of two years, to strengthen its social protection systems and programs with the objective of making the safety net more adaptive to future economic crises and disasters. This will include:

- (a) Improvements to the software of NSPA's SPIS to enhance connectivity with other government databases for cross-validation of applications and data sharing, and extend connectivity to island councils to streamlines data collection and updating;
- (b) Design of a new contributory unemployment insurance scheme, which will provide more fiscally sustainable income support for workers who lose their jobs or incomes in the future;
- (c) Development of a program of reforms to the Maldives Retirement Pension Scheme (MRPS), social and civil service pensions, to ensure adequate income protection for the elderly and address design issues that create a fiscal burden and distort labor markets; and



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- (d) Development of a National Social Protection Framework to ensure broad-based and adaptive social protection coverage of Maldivians across the life cycle, and to improve co-ordination and data sharing between programs.

With improved economic sentiment within the economy and the extensive coverage of vaccine administration, the GoM aims to gear the project activities to incorporate essential upskilling, training and outreach programs, and to create a pathway for affected workforce to reintegrate back into the market.

The GoM aims to strengthen the existing Project PMU under the Ministry of Economic Development to effectively implement the existing project activities and the proposed additional activities. The project PMU is currently housed within the Ministry of Economic Development. The PMU currently consist of members from the MoED and line agencies and operate as a joint coordinated effort. The Project Management Unit (PMU) for the COVID-19 Support Allowance Project will consist of teams for procurement, finance, social safeguards, communications, monitoring and evaluation—led by the Project Director and Deputy Project Director/Project Manager.

In addition to the **COVID-19 Emergency Income Support Program**, the Ministry of Economic Development in collaboration with the **World Bank** is currently implementing the “Maldives: Enhancing Employability and Resilience of Youth” (MEERY) Project funded by the World Bank. The objective of the project is to improve the relevance of technical and vocational skills and foster entrepreneurship to promote youth employment in priority sectors.

Additionally, the Ministry is actively engaged with the World Bank for the formulation of projects to strengthen and expand social security coverage in the Maldives and digital inclusivity in line with the goals of the Strategic Action Plan of the Government of Maldives.

As part of the implementing the new PMU under MED, the Ministry of Economic Development wishes to contract a **Monitoring and Evaluation Specialist**.

2. Objectives

1. The MED wishes to contract a Monitoring and Evaluation Specialist who will monitor project implementation and assess the performance of the project based on project results framework indicators.
2. To collect, process and manage data as appropriate from various sources, and assist Project Director to ensure that the work by GoM staff and consultants are in conformity with the objectives of the project and is carried out according to the project document.

3. Scope of Services

1. Lead the development of and oversee the review of project level Monitoring & Evaluation (M&E) plan and associated work plans for each component/activity (as reflected in the results framework)
2. Prepare and submit M&E inputs as per the Results Framework to the consolidated quarterly/ annual



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project implementation progress reports, meeting the deadline as per the requirement of project and World Bank.

3. Reviewing M&E methods, carrying out training, designing M&E tools and providing M&E technical assistance.
4. Ensure quality control of M&E outputs, including by contributing substantively to the design and field testing of the monitoring methodology, review, supervise design and implementation of the survey, participatory data collection methods and protocols, data verification techniques, and other technical evaluation and analytical tasks conducted.
5. Facilitate project progress, conduct field visits and stakeholder consultations, analyze operational performance, trends, and disbursements, highlighting problem areas and risks.
6. Review monitoring reports, analyze them for impact evaluation and to identify the causes of potential bottlenecks in project implementation and make recommendations
7. Collaborate with the World Bank in the design and implementation of project and impact evaluations, policy analyses and studies.
8. Collaborate with the safeguards specialists in the PMU to ensure that gender disaggregated data is available for reporting in the bi-annual project progress monitoring and evaluation reports.
9. Tracking progress made on the Project's Results Framework during project implementation.
10. Ensure that the Grievance Redress Service (GRS) is tracking complaints and MoED responses and coordinate with the GRS Analyst to prepare bi-annual reports.
11. Support the coordination of Implementation Support Missions, Technical and Review Missions including logistical arrangements thereof as agreed by the GoM and the World Bank and follow up on the implementation of agreed actions arising from those missions.
12. Accomplish other tasks related for preparing, monitoring, evaluation, and management information system as per the need of project assigned by Project Director.
13. Provide support to other donor funded projects and activities under the Ministry's mandate.
14. Any other duties assigned by the Project Director.

4. Specialist's Reporting Obligations

The Monitoring and Evaluation Specialist shall carry out the reporting obligations as follows:

- The Monitoring and Evaluation Specialist shall report to the Project Director on the status of the assignment on a regular basis.

5. Required Expertise and Qualifications

The Monitoring and Evaluation Specialist should have:

- Master's Degree in Science, Management, Business Administration, Project Management, Finance, or suitable equivalency with minimum of 3 years' suitable work experience **OR**;
- Bachelor's Degree in Science, Management, Business Administration, Project Management, Finance, or suitable equivalency with minimum of 7 years of suitable work experience.
- Experience in Monitoring and Evaluation of projects, activities, consultants, non-consulting services, and goods will be an added advantage.



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- Must have knowledge and understanding of technical, commercial, and legal aspects on procedures and regulations of the World Bank
- Proficient in using software applications such as MS Project, MS Word, MS Excel, MS PowerPoint.
- Strong leadership, management, and communication skills in presenting, discussing, and resolving difficult issues and can work efficiently and effectively with a multi-disciplinary team.
- Good written and oral Dhivehi and English communication skills.

6. Contract Duration

This is a 1-year contract, with possibility of extension with pipeline donor projects. Upon signing of the contract, 3 months shall be counted as the probationary period. The contract shall be renewed based on performance, need, and funding.

This contract is expected to commence in **February 2022**.

7. Remuneration

Remuneration will be in the range of MVR20,880 – MVR24,030 per month based on the qualification and experience