

The United Nations Population Fund (UNFPA) presents its compliments to the Permanent Missions of the Members and Observers of the UNDP/UNFPA/UNOPS Executive Board and has the honour to inform them that the position of Director, Independent Evaluation Office, at the D-1 level, based in the UNFPA Nairobi Headquarters, Kenya, will be re-advertised through an open, transparent and competitive recruitment process.

The [2024 UNFPA Evaluation Policy](#), as approved by the Executive Board in document [DP/2024/9](#), mandates that the Executive Director “safeguards the independence of Independent Evaluation Office (IEO) by conducting an open and transparent competitive recruitment process for the IEO Director, and by ensuring that any appointment, renewal and dismissal of the IEO Director is made after consultation with the Executive Board, as provided in paragraph 42 of the UNFPA Oversight Policy”.

Following the notification by Mr. Marco Segone, Director of the Independent Evaluation Office, of his intention to resign effective 31 August 2025, UNFPA initiated an open and transparent competitive recruitment process and informed the Permanent Missions of Members and Observers of the Executive Board accordingly on 18 March 2025. Although the recruitment process resulted in the identification of a preferred candidate, that individual subsequently withdrew prior to appointment. UNFPA therefore initiated a second competitive recruitment process, as communicated on 26 June 2025. Following the conclusion of that process, the selected candidate likewise withdrew from consideration prior to appointment. To ensure continuity of leadership and effective functioning of the Independent Evaluation Office pending completion of the recruitment process, UNFPA appointed Mr. Joel Rehmstrom on a temporary assignment for a period of one year. His current assignment concludes on 18 January 2027. UNFPA will therefore launch a new open and transparent competitive recruitment process.

The vacancy announcement, enclosed with this Note Verbale, will be open for applications from 17 August to 28 September 2026. Applications should be submitted to UNFPA via email at UNFPA-DIEO@sri-executive.com before midnight New York time (GMT-4) on 28 September 2026.

It is expected that the selection process will be concluded by the end of November 2026. Prior to the appointment of the new Director, UNFPA will duly consult with the Executive Board as required.

UNFPA avails itself of this opportunity to renew to the Permanent Missions of the Members and Observers of the Executive Board the assurances of its highest consideration.



New York, 14 August 2026

To: Permanent Missions of Members and Observers
of the UNDP/UNFPA/UNOPS Executive Board

Encl.: Vacancy Announcement.

Vacancy Announcement

Director, Independent Evaluation Office

Job title: Director, Independent Evaluation Office

Level: D-1

Position Number: 00026716

Location: Nairobi

Full/Part time: Full time

Fixed term/Temporary: Fixed Term Appointment

Rotational/Non-Rotation: Non-Rotational

The Position:

The Director of the Independent Evaluation Office is located in the UNFPA Nairobi Headquarters and reports functionally to the Executive Board and administratively to the Executive Director. The Director provides the strategic leadership, vision and overall management of the Independent Evaluation Office, ensuring the independence, credibility, quality and utility of UNFPA's evaluation function in accordance with the Evaluation Policy approved by the Executive Board.

The Independent Evaluation Office is accountable, with support from the Executive Director of UNFPA, for implementing the evaluation policy approved by the Executive Board of UNFPA. The Independent Evaluation Office operates independently within UNFPA to ensure impartiality and objectivity in its evaluations. The Director will uphold the principles of independence, transparency, and ethical conduct in all evaluation activities. The Director safeguards the institutional independence, impartiality and credibility of the evaluation function, ensuring that evaluations are conducted free from undue influence and in accordance with UNEG Norms and Standards and internationally recognized professional principles.

UNFPA's Independent Evaluation Office works to strengthen organizational effectiveness, accountability, learning and evidence-informed decision-making through independent thematic and programmatic evaluations and contributes to organizational learning, accountability, and transparency. The Independent Evaluation Office assures the quality and use of UNFPA evaluations by establishing norms, standards, and guidelines and by knowledge sharing and networking with internal and external partners.

The Director of the Independent Evaluation Office is responsible for:

1. Leadership and overall management of the Independent Evaluation Office
2. Development of the multi-year costed evaluation plan for all evaluations, based on input and consultations with the Executive Board, UNFPA management and other stakeholders, for the Executive Board's approval
3. In accordance with the approved Evaluation Plan, conduct of corporate evaluations (Thematic, Country Programme)



4. Leadership in development and provision of state-of-the-art evaluation methodological guidance, technical assistance and capacity development to enhance the centralized and decentralized evaluation function
5. Facilitation of learning; dissemination of knowledge; knowledge management and capacity development
6. Provision of advisory services to the Executive Director and senior management on evaluation matters
7. Representation and Partnership Building, ensuring strategic representation of UNFPA within UNEG and other international evaluation fora, fostering partnerships and advancing innovation and excellence in evaluation practice.

The Director of the Independent Evaluation Office is appointed by the Executive Director for a fixed term of five years, renewable once. She/he is barred from working for UNFPA thereafter. Appointment, renewal and dismissal of the Director of the Independent Evaluation Office are made after consultations with the Executive Board.

How you can make a difference

UNFPA is the lead United Nations agency for delivering a world where every pregnancy is intended, every childbirth is safe, and every young person's potential is fulfilled. The UNFPA Strategic Plan for 2026-2029 articulates the organization's response to a complex global environment, providing a roadmap for resilience and renewal. It is designed to accelerate the implementation of the Programme of Action of the International Conference on Population and Development (ICPD) and the achievement of the Sustainable Development Goals by 2030. This mandate is pursued through a focus on four interconnected outcomes: ending the unmet need for family planning; ending preventable maternal deaths; ending gender-based violence and harmful practices; and adapting to demographic change through evidence and rights-based policies.

In a world where fundamental human rights are at risk, we need principled and ethical staff, who embody these international norms and standards and defend them courageously and with full conviction.

UNFPA is seeking candidates who transform, inspire, and deliver high-impact and sustained results and ensure effective external relations, communications, and partnership-building and resource mobilization in a rapidly changing development and funding landscape. We need staff who are transparent, exceptional in how they manage the resources entrusted to them, and who commit to delivering excellence in programme results.

Responsibilities:

1. Provides leadership and overall management of the Independent Evaluation Office

- Provides strategic direction for the Independent Evaluation Office, aligning priorities with the Evaluation Policy, the Strategic Plan and Executive Board guidance.
- Leads the preparation of the budget and Work Plan of the Independent Evaluation Office
- Monitors the implementation of the work-plan and use of available resources to ensure the timely delivery of high quality outputs
- Ensures that the Office maintains an adequate level of expertise



- Promotes a team-based, harmonious working environment that recognizes initiative, openness and performance
- Manages the performance of the Independent Evaluation Office and ensures an ethics-based approach to management of all human and financial resources

2. Develops the biennial budgeted evaluation plan for all evaluations

- Gets input and consults with the Executive Board, UNFPA management and other stakeholders; consults on any other issues pertaining to the mission of the Independent Evaluation Office
- Prepares the evaluation plan in accordance with the Evaluation Policy
- Prepares the document for presentation to and approval of the Executive Board

3. In accordance with the approved plan, conducts corporate evaluations (Thematic, Country Programme) in accordance with the Evaluation Plan and approves Terms of Reference and pre-qualifies evaluators for programme-level evaluations managed by business units

- Ensures the efficient and effective execution of the biannual corporate evaluation plan
- Leads the operationalization and ensures quality assurance of the evaluation function through the use of internal and external resources
- Presents results of evaluation reports, as needed, for decision to the Executive Committee
- Prepares and presents the Annual Report of the Independent Evaluation Office to the Executive Board; presents, at the discretion of the Executive Board, the results of selected evaluations

4. Provides leadership in development and provision of state of the art evaluation methodological guidance, technical assistance and capacity development to enhance the centralized and decentralized evaluation function

- Promotes the use of state of the art evaluation and knowledge sharing methods and approaches in line with the United Nations Evaluation Group (UNEG) Norms and Standards and international best practices
- Develop evaluation standards, criteria and methodological guidance and maintain evaluation quality assessment mechanisms
- Provide the necessary capacity development on issues related to evaluation
- Incentivize innovation within the evaluation function, including ethical and responsible use of AI and meaningful participation of young people in evaluation

5. Develop and implement a comprehensive strategy to communicate and facilitate use of evaluations

- Ensures that the Independent Evaluation Office's products are of use in the development of UNFPA's strategic plans and programming processes and become an integral part of UNFPA's performance management strategies
- Leads the dissemination and sharing of knowledge generated by evaluation through UNFPA's knowledge management networks and practices



- Maintains a publicly accessible online repository of evaluation reports and management responses

6. Providing advisory services to the Executive Director and senior management

- Regularly alerts senior management to emerging evaluation-related issues of corporate significance
- Advises the Executive Director on how evaluation findings may be of help in positioning UNFPA on relevant substantive and UN systems' issues
- Regularly reports on evaluation results and strategic developments to management and governing bodies
- Oversees the review and update of the Evaluation Policy as needed

7. Represent UNFPA, build Partnership, provide UNFPA leadership in UN Evaluation Group (UNEG), the Interagency Humanitarian Evaluation Group (IAHE) and the System-Wide Evaluation Office as well as other relevant networks

- Represents UNFPA in international and inter-agency meetings on matters related to Evaluations ensuring that UNFPA's interests are well represented at all times
- Participates in the development of inter-agency frameworks, initiatives and partnerships, including networking with other UN bodies and professional institutions on evaluation matters
- Manages the collaboration with UN evaluation units and other organizations and networks dealing with evaluations
- Actively promotes dialogue with partners and maintains partnerships with other evaluation bodies in the UN System to keep abreast of/share ideas on best practices and lessons learned and to collaborate on the development of evaluation knowledge management products and tools
- Actively participates in and contributes to the UNEG for the development of evaluation policies and best practices
- Provides leadership in UNEG and IAHE in accordance with UNFPA's mandate to play an innovative and catalytic role in relation to Sexual and Reproductive Health/Population and Development within the overall UN system for development cooperation

Job Requirements

Education:

- Advanced university degree (equivalent of Master's) in one or more of the following population-related fields: Management, Economics, Public Administration, Population/Demography and/or Social Science disciplines

Knowledge and Experience:

- **A minimum of 15 years** of professional experience in evaluation work at progressively increasing levels, with at least 8 years of related work experience at the international level
- Professional experience in international development and humanitarian settings



- Excellent technical knowledge of evaluation design, data collection, including quantitative statistical methods/methodologies and analysis and reporting and skills needed to provide substantive guidance to staff on evaluation design, methodology and reporting
- Excellent knowledge of emerging global issues and evaluation trends that impact the work of the Office, including the ethical and responsible use of AI
- Proven excellent ability to lead and manage diverse teams to achieve demonstrable results, with at least 5 years of managing and supervising a team of professional staff
- Excellent software skills e.g. Access, Excel, statistical applications

Language

Fluency in English is required; Working knowledge of French or another official UN language is highly desirable.

Competencies

Values:

- Exemplifying integrity;
- Demonstrating commitment to UNFPA and the UN system;
- Embracing cultural diversity;
- Embracing change.

Core Competencies:

- Achieving results;
- Being accountable;
- Developing and applying professional expertise/business acumen;
- Thinking analytically and strategically;
- Working in teams/managing ourselves and our relationships;
- Communicating for impact.

Managerial Competencies:

- Providing strategic focus;
- Engaging with internal/external partners and stakeholders;
- Leading, developing and empowering people, creating a culture of performance;
- Making decisions and exercising judgment.

Functional Competencies:

- Promoting accountability and results-based management;
- Job knowledge/technical expertise; Business acumen;
- Impact and influence;
- Organizational awareness;

- Promoting organizational learning and knowledge sharing.

Compensation and Benefits

This position offers an attractive remuneration package including a competitive net salary plus cost of living adjustment, housing allowance, home leave, health insurance and other benefits. UNFPA Work Environment: UNFPA provides a work environment that reflects the values of gender equality, diversity, integrity and healthy work-life balance. We are committed to ensuring gender parity in the organization and therefore encourage women to apply. Individuals from the LGBTQIA+ community, minority ethnic groups, indigenous populations, persons with disabilities, and other underrepresented groups are highly encouraged to apply. UNFPA promotes equal opportunities in terms of appointment, training, compensation and selection for all regardless of personal characteristics and dimensions of diversity. Diversity, Equity and Inclusion is at the heart of UNFPA's workforce - click [here](#) to learn more.

Disclaimer

Selection and appointment may be subject to background and reference checks, medical clearance, visa issuance and other administrative requirements.

UNFPA does not charge any application, processing, training, interviewing, testing or other fee in connection with the application or recruitment process and does not concern itself with information on applicants' bank accounts.

Applicants for positions in the international Professional and higher categories, who hold permanent resident status in a country other than their country of nationality, may be required to renounce such status upon their appointment.

For any inquiries, please contact SRI Executive at UNFPA-DIEO@sri-executive.com. Applications may also be submitted to this email address by **28 September 2026 11:59 NY time**.