

## **CALL FOR APPLICATIONS**

<b>I. POSITION INFORMATION</b>	
Position title:	Expert on Gender and Diaspora
Duty station:	Regional Office, Nairobi
Duration of Assignment:	2 months
Organizational unit:	Labour Mobility and Social Inclusion/ Better Regional Migration Management (BRMM) Unit
Reporting directly to	Senior Regional Specialist on Labour Mobility and Social Inclusion/BRMM Senior Regional Coordinator
Overall supervision by	Regional Director
Managerial responsibility	None
CFA No.	IOMRONBO/CFA/007/2023
Directly reporting staff	None
Estimated Start Date	As Soon As Possible
<b>II. ORGANIZATIONAL CONTEXT AND SCOPE</b>	
<p>The International Organization for Migration (IOM) is the UN Migration Agency. With 174 member states it is committed to the principle that humane and orderly migration benefits migrants and society. Established in 1951 and now active in over 400 field locations worldwide, IOM works with partners, government and civil society to:</p> <ol style="list-style-type: none"> <li>1. Assist in meeting the operational challenges of migration and mobility</li> <li>2. Advance understanding of migration issues</li> <li>3. Encourage social and economic development through migration; and</li> <li>4. Uphold the human dignity and well-being of migrants and mobile populations.</li> </ol> <p>IOM is committed to a diverse and inclusive environment. Internal and External candidates are eligible to apply to this vacancy.</p> <p>IOM's Regional Office for the East and Horn of Africa supports and monitors the following countries: Burundi, Djibouti, Eritrea, Ethiopia, Kenya, Rwanda, Somalia, South Sudan, Tanzania and Uganda. Through a team of specialists, the Regional Office supports the development, implementation, monitoring, reporting and evaluation of projects and initiatives undertaken by country offices and regional programmes.</p> <p>Better Regional Migration Management (BRMM), Labour Mobility and Regional Integration for Safe, Orderly and Humane Labour Migration in East And Horn Of Africa is a program funded by to Foreign, Commonwealth and Development Office (FCDO) to enhance labour migration governance and protection of migrant workers and their family members' human, social and labour rights through intra and inter-regional cooperation on a whole of government and whole of society approach, to support regional integration and facilitate mobility for transformative inclusive and</p>	

sustainable economic growth as well as youth and women empowerment. More specifically, the programme is expected to strengthen national and regional Labour migration governance in accordance with the global and regional frameworks; increase national and cross-border cooperation on labour mobility; promote ethical recruitment and protection of migrant workers' rights; and enhance avenues for safe, regular, and humane labour migration and mobility pathways through FMPs/CMPs and BLMAs. A robust communication and visibility strategy and action plan will support the aims of the programme.

The programme works at two levels: the regional and national levels. At the regional level, IOM proposes to work with both RECs and their Member States through the Regional Ministerial Forum on Migration (RMFM) and its four Technical Working Groups (TWGs). At the national level, the program will support Member States in enhancing their capacities in policy and practice leading to greater impact and faster results, engaging local government and non-government partners, from the diaspora, private sector, and civil society. The program II phase will run for 3 years, from 1 July 2022 to 31 March 2025.

It is under the scope of this program that the LMI Unit of the IOM Regional Office for East & Horn of Africa is looking to recruit an experienced consultant to explore how diaspora women in the private sector use their skills, knowledge, and networks to lead and support humanitarian and development efforts in times of crises & beyond in EHOA. The exploration is aimed to contribute to the pillar/output 4 of BRMM program "Migration governance in the EHOA region is more gender responsive" as well to the RMFM TWG on "Gender, Diaspora and Private Sector engagement" to the evidence base needed in the region to develop comprehensive policies and strategies to engage women diaspora in the development of their country of their origin. The exploration will also contribute towards effective implementation of the Global Compact on Safe, Orderly and Regular migration (GCM objective 2, 18 & 19), Sustainable Development Goals (Goal 5: Gender equality and Goal 8 Promote inclusive and sustainable economic growth, employment and decent work for all), African Union's Vision 2063 and Regional Ministerial Forum on Migration (RMFM) Objectives and other relevant regional cooperation and development frameworks. It will feed into BRMM PHASE II Output 4.3 Returning migrant workers and member of their families' vulnerabilities, protection needs, and social, economic, labour, and human rights are better met through enhanced, return and reintegration in the East and Horn of Africa; and Activity: 4.3.3 Conduct regional survey on diaspora skill mapping targeting Ethiopia, Uganda, and Kenya.

#### **Nature of the consultancy:**

To provide expertise in exploring/mapping how Diaspora (Women and Men) in the private sector, in selected countries of origin, use their skills, knowledge, resources and networks to lead and support humanitarian and development efforts in times of crises & beyond. (EHOA countries).

The consultant will also facilitate the formation of partnerships between diaspora (women and men) leaders in the private sector, local business communities, and relevant organizations, NGOs, and Government under the overall umbrella of the RMFM TWG on "Gender, Diaspora and Private sector engagement".

Under the direct supervision of the Senior Regional Specialist on Labour Mobility and Social Inclusion/BRMM Senior Regional Coordinator and in close collaboration with BRMM Regional Program Management Office, BRMM Country Focal Persons in the selected countries, the overall supervision of the Regional Director, the consultant will have the responsibility for the following duties:

### **III. RESPONSIBILITIES AND ACCOUNTABILITIES**

#### **Tangible and measurable outputs of the work assignment**

1. To categorize key profiles of diaspora (men and women) engaged in humanitarian and development initiatives in times of crises & beyond in their countries of origin
2. To map out the unique skills and strengths that diaspora women and men in key activities in countries of origin bring to the table and how they can be leveraged to lead humanitarian and development initiatives in their countries of origin.
3. To explore good practices and existing knowledge cross-sector collaboration and partnership between diaspora associations and governments in countries of origin to maximize the impact of humanitarian and development efforts in times of crisis.
4. To explore ways to bridge the gap between policy and practice and ensure that the needs and perspectives of diaspora women and migrants in countries of origin are considered in humanitarian and development initiatives in times of crises & beyond.
5. To co-facilitate the “Diaspora Women and private sector led humanitarian and development Action in times of crises” workshop under the overall umbrella of the RMFM TWG on Gender, Diaspora and Private sector and propose an action plan to formulate partnerships between diaspora women leaders, local communities, and relevant organizations, NGOs, and Government in countries of origin.

#### **Performance indicators for the evaluation of results**

The consultancy will take place during the period of 1 May 2023 – 30 June 2023. The mapping report containing all its elements, chapters and annexes shall be finalized and presented to IOM EHOA RO by or before 21 June 2023.

- Introduction and consultation with selected/targeted countries
- Methodological inception report including background, guiding questions for desk review, stakeholder interviews and detailed work plan. (TBD)
- Desk Review and Data Collection – transcript and preliminary analysis for the report
- Developing first draft report and circulating to IOM for feedback
- Developing an action plan to formulate partnership between diaspora women leaders, private sector, local communities, and relevant organizations, NGOs, and Government
- Present the findings and the draft action plan at the Diaspora Women led humanitarian and development Action in times of crises workshop
- Incorporating feedback from workshop participants and IOM staff and finalize the action plan and the report

#### **IV. COMPETENCIES**

The incumbent is expected to demonstrate the following values and competencies:

**Values** - all IOM staff members must abide by and demonstrate these three values:

- Inclusion and respect for diversity: Respects and promotes individual and cultural differences. Encourages diversity and inclusion.
- Integrity and transparency: Maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: Demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.
- Courage: Demonstrates willingness to take a stand on issues of importance.
- Empathy: Shows compassion for others, makes people feel safe, respected and fairly treated.

**Core Competencies** – behavioural indicators (Level 2)

<ul style="list-style-type: none"> <li>• <u>Teamwork</u>: Develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.</li> <li>• <u>Delivering results</u>: Produces and delivers quality results in a service-oriented and timely manner. Is action oriented and committed to achieving agreed outcomes.</li> <li>• <u>Managing and sharing knowledge</u>: Continuously seeks to learn, share knowledge and innovate.</li> <li>• <u>Accountability</u>: Takes ownership for achieving the Organization's priorities and assumes responsibility for own actions and delegated work.</li> <li>• <u>Communication</u>: Encourages and contributes to clear and open communication. Explains complex matters in an informative, inspiring and motivational way.</li> </ul>
<b>V. EDUCATION AND EXPERIENCE</b>
<ul style="list-style-type: none"> <li>• Masters and/or higher degree in international business, international relations, social sciences, law, or migration studies.</li> <li>• Experience in conducting mapping and research related to gender diversity, entrepreneurship, diaspora and private sector engagement</li> <li>• Experience working with government institutions and international or non-governmental organizations , academic institutions supporting gender, private sector and development work</li> <li>• Practical experience in the field of private sector engagement</li> <li>• Excellent knowledge of private sector dynamics and at least 5-years experience in conducting research and mapping on private sector related issues.</li> <li>• Knowledge of contemporary developments in private sector engagement</li> <li>• knowledge on organizational mandates as well as interagency cooperation platforms on migration and private sector engagement; knowledge on the UN system is desirable.</li> </ul>
<b>VI. SKILLS</b>
<ul style="list-style-type: none"> <li>• Excellent ability in writing mapping reports</li> </ul>
<b>VII. LANGUAGES</b>
Required
Fluency in English is required. Working knowledge of East and Horn of Africa languages, French or any other UN Official language is advantageous.

### **Mode of Application:**

Interested candidates should submit CV and a cover letter indicating the Call for Application Number (CFA No.), Position Title and the Duty Station with three professional referees (supervisors) and their contacts (both email and telephone) to: [ronairobihrdrec@iom.int](mailto:ronairobihrdrec@iom.int)

**CLOSING DATE: 06 April 2023**

Only shortlisted applicants will be contacted.

### **NOTE**

***NO FEE: The International Organization for Migration (IOM) does not charge a fee at any stage of the recruitment process (application, interview meeting, process or training). IOM does not concern itself with information on applicants' bank details.***

Posting period:

From: 24.03.2023 to 06.04.2023