



International Organization for Migration (IOM)
The UN Migration Agency

CALL FOR APPLICATIONS

I. POSITION INFORMATION	
Position title:	RMFM Self Financing Mechanism Feasibility Study Consultant
Duty station:	Regional Office, Nairobi
Duration of Assignment:	3 months
Organizational unit:	Labour Mobility and Social Inclusion/ Better Regional Migration Management (BRMM) Unit
Reporting directly to	Regional Program Management Officer
Overall supervision by	Senior Regional Policy and Programme Coordinator
Managerial responsibility	None
CFA No.	IOMRONBO/CFA/003/2024
Directly reporting staff	None
Estimated Start Date	As Soon As Possible
II. ORGANIZATIONAL CONTEXT AND SCOPE	
<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">1. Assist in meeting the operational challenges of migration and mobility2. Advance understanding of migration issues3. Encourage social and economic development through migration; and4. Uphold the human dignity and well-being of migrants and mobile populations. <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>Background</p> <p>The Regional Ministerial Forum on Migration (RMFM) on "Harmonizing labour migration policies in East and Horn of Africa: a United Approach on Safe, Regular and Humane Labour Migration" is a Regional Consultative Process (RCP) established to promote a united approach to safe, regular,</p>	

and humane labour migration among states in the East and Horn of Africa (EHOA) region. The RMFM aims to foster labour mobility and to protect the fundamental human, labour, economic and social rights of migrant workers migrating within the continent and from Africa to EU, GCC Member States and other countries.

The RMFM brings together two Regional Economic Communities (RECs), the Intergovernmental Authority for Development (IGAD) and the East African Community (EAC) and 11 of their constituting Member States' Ministries in charge of labour migration and social protection. - namely, the Republic of Burundi, the Republic of Djibouti, the State of Eritrea, the Federal Democratic Republic of Ethiopia, the Republic of Kenya, the Republic of Rwanda, the Federal Republic of Somalia, the Republic of South Sudan, the Republic of the Sudan, the United Republic of Tanzania and the Republic of Uganda. The RMFM offers an opportunity to the heads of the Ministries and their technical delegations to strengthen regional cooperation on pressing issues concerning labour migration governance in East and Horn of Africa (EHOA).

The RMFM has a Chairpersonship supported by the Secretariat and Regional Technical Advisory Committee (RTAC) headed by the Permanent Secretary/Director in charge of labour migration, with membership drawn from agencies dealing with labour migration in the country. The country-level work of the RMFM is primarily supported by the National Technical Advisory Committees (NTACs) and has 5 TWGs to facilitate the desired regional and country-level collaboration and ownership.

Since its inception in January 2020, the RMFM, Member States have effectively organized several ministerial and TWG meetings, facilitated by donor support primarily through the Better Regional Migration Management program. Currently, the RMFM activities are entirely financed through donor funding. RMFM Member States have prioritized the development of a revenue mobilization mechanism that will vastly improve the predictability and consistency of RMFM interventions, enable Member States to allocate resources according to their strategic priorities, prevent disruptions to the RMFM's institutional development and activities, and provide the RMFM with the flexibility that comes with a stable revenue stream. To this end, RMFM Member States have identified three possible revenue mobilization mechanisms for the RMFM and intend to decide based on a comprehensive understanding of the viability and potential impacts of each proposed mechanism. During the 5th RMFM, Member States expressed their commitment to establishing a self-financing mechanism and tasked the secretariat to commission a comprehensive feasibility study to come up with viable recommendations for the establishment of the self-financing mechanism.

It is under the scope of this commitment that the Secretariat of the RMFM is looking to recruit a consultant to conduct a comprehensive feasibility study to assess the feasibility and potential impacts of each proposed funding mechanism or option for the RMFM, as put forward by the RMFM RTAC and endorsed by Member States. The consultant will undertake a study to assess the feasibility of the proposed revenue mobilization mechanism for the RMFM by analysing the intrinsic financial, regulatory, technical, governance, and operational factors.

III. RESPONSIBILITIES AND ACCOUNTABILITIES

Tangible and measurable outputs of the work assignment

(Scope of Work)

- The consultant will be expected to perform the following duties and responsibilities:
- Review the existing literature and documents related to the RMFM, RCPs, multilateral organizations, financing of multilateral/interstate processes, and the proposed funding mechanisms or options and the preliminary analysis conducted by the RMFM RTAC;
- Design and implement a stakeholder consultation process through bilateral engagement/interviews/focus group discussions, survey , involving Member States’ ministries and agencies, development partners, other RCPs and relevant actors, to collect feedback on the suggested funding methods and to identify their preferences, expectations, concerns, and suggestions.
- Develop practical solutions for proposed revenue mobilization mechanisms that will contribute to the sustainability of the RMFM
- Conduct a financial analysis of each funding mechanism or option, estimating the funding requirements of the RMFM in the medium and long-term, estimating the potential amount of funds that could be generated, the costs and benefits involved, and the financial sustainability and efficiency;
- Assess the policy and regulatory implications and requirements for the establishment and operation of the RMFM self-financing mechanism, and the alignment and coherence with the existing regional and national governance frameworks and instruments;
- Assess the risks associated with each proposed funding mechanism or option, evaluating the potential political, social, economic, and operational risks and challenges that could affect the implementation and performance of the RMFM self-financing mechanism, and the risk mitigation measures;
- Analyze the technical and governance factors necessary for the optimal operationalization of the proposed self-financing mechanism;
- Prepare and submit a draft feasibility study report that synthesizes the findings and conclusions of the analyses, and provides clear direction of the self-funding options and their pros and cons so that it is easier for MSs to make their choice for the RMFM;
- Present and validate the draft feasibility study report with the RMFM RTAC and other relevant stakeholders, and incorporate their feedback and comments;
- Prepare and submit a final feasibility study report that reflects the validation process, the agreed recommendations, and a plan of action for the identified recommendations;
- Present and disseminate the final feasibility study report to the RMFM 6th Ministerial Meeting and other relevant forums and platforms.

Performance indicators for the evaluation of results

(Deliverables and Timeline)

The consultant will be expected to deliver the following outputs within the specified timeline of 1 September – 30 November, 2024 (3months period)

	Output	Indicative work days	Timeline	
1	A detailed Concept Note and work plan with methodology for the feasibility study	5	1 – 15 Sep, 2024	
2	Design and implement a stakeholder consultation process through bilateral engagement/interviews/focus group discussions/survey in the 11 MS of RMFM - summarizes the feedback and inputs collected from the stakeholder consultation process	30	16 Sep – 31 Oct, 2024	
3	A draft feasibility study report that contains the findings and conclusions of the analyses, and the recommendations on the best way to create a self-financing mechanism for the RMFM	10	1 – 15 Nov 2024	
4	Present the findings and conclusions of the analyses to the RMFM RTAC	5	16 – 20 Nov 2024	
4	Incorporate RTAC feedback and submit final feasibility study report that reflects the validation process and the agreed recommendations	2.5	By 30 November 2024	
5	A presentation and dissemination of the final feasibility study report to the RMFM 6th Ministerial Meeting and other relevant forums and platforms	2.5	TBC	
	TOTAL	55		

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)

- **Teamwork**: Develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.

<ul style="list-style-type: none"> • <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. • <u>Managing and sharing knowledge</u>: Continuously seeks to learn, share knowledge and innovate. • <u>Accountability</u>: Takes ownership for achieving the Organization’s priorities and assumes responsibility for own actions and delegated work. • <u>Communication</u>: Encourages and contributes to clear and open communication. Explains complex matters in an informative, inspiring and motivational way.
V. EDUCATION AND EXPERIENCE
<ul style="list-style-type: none"> • A master's degree or equivalent in economics, development finance, governance/public administration, international development, political science, migration studies, or related fields; • A minimum of 10 years of substantive relevant professional experience in conducting feasibility studies, development financing models/mechanisms, financial analysis, risk analysis, impact analysis, comparative analysis, policy and legal analysis, and stakeholder consultation, preferably in the field of migration and development; • A sound knowledge and understanding of the regional and global migration governance frameworks and instruments and the specific context and challenges of the East and Horn of Africa region
VI. SKILLS
<ul style="list-style-type: none"> • A proven track record of producing high-quality reports and recommendations on complex issues, with strong analytical, writing, and presentation skills; • A demonstrated ability to work independently and remotely, with minimal supervision and guidance, and to deliver outputs within the agreed deadlines and quality standards; • A willingness and availability to travel to the region, if and when required.
VII. LANGUAGES
Required
<ul style="list-style-type: none"> • A fluency in English, both oral and written is required. Working knowledge of French and/or Arabic is an advantage

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

CLOSING DATE: 20 August 2024

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: **16.07.2024 to 20.08.2024**