



International Organization for Migration (IOM)  
The UN Migration Agency

## A CALL FOR APPLICATIONS - CONSULTANCY

<b>I. POSITION INFORMATION</b>	
CFA Number	IOMKCO/CFA/033/2023
Position title	Consultant – Market Assessment
Duty station	Nairobi with field travel to Garissa and Marsabit
Duration of Assignment	5 months
Job family: Organizational unit:	Core Migration Senior Programme Manager (Labour Mobility, Social Inclusion and Migrant Protection)
Reporting directly to	Labour Mobility, Social Inclusion and Migrant Protection
<b>II. BACKGROUND AND JUSTIFICATION</b>	
<p>Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.</p> <p>Kenya has been described as a country of origin, transit, and destination for human trafficking by various reports including by the National Crime Research Center in 2015. This report points to labour and sex trafficking as the most prevalent forms of trafficking in Kenya, especially along the coastal and major urban cities including Nairobi and Kisumu. The clandestine and underreported nature of human trafficking has led to a shortage of data regarding the prevalence of the crime. The US Trafficking in Persons report for 2020 ranked Kenya in the second tier as it does not meet the minimum standards for the elimination of Trafficking in Persons (TiP). Like many countries in the continent and globe, Kenya faces the great challenge of growing number of unemployed youths, both from rural and urban areas who are increasingly seeking employment and opportunities abroad.</p> <p>The International Organization for Migration (IOM) is currently implementing a project entitled "Prevention of Trafficking in Person in the communities affected by Climate Change in Kenya", funded by the United States Department of State, Office to Monitor and Combat Trafficking in Persons (J/TIP). The aim of the project is to reduce human trafficking prevalence by addressing vulnerabilities caused by environmentally driven displacement in selected counties affected by climate change in Kenya and ensure the requisite response to victims.</p> <p>To support this effort, IOM will implement a multitude of activities designed to combat Human Trafficking due to climate change, some directly related to victims' identification and services, while others aim to mitigate the underlying conditions that cause outward migration of vulnerable members of communities impacted by climate change. The Project will adopt three</p>	

intervention models (i.e., Platinum model, Gold model and Silver model) which vary in the intensity of interventions per target population; these intervention models will be compared to one control community.

Part of the interventions will be implemented through non-governmental organizations, namely World Vision Kenya, and TRACE Kenya in Garissa County; World Vision Kenya, and Candle of Hope Foundation in Marsabit County. Usitawi Consultants Africa will provide expert data monitoring and collection oversight across these communities in Marsabit and Garissa counties. All the non-governmental organizations have recognized status and an active presence in their areas of operation.

The locations of intervention for the project during this first phase of this project will be a pilot study will be Hagarbul Village in Garissa county and Moite, Oda and Arapal villages in Marsabit county, followed by a more extensive roll out across the two counties.

### **III. OBJECTIVES**

The project will seek to achieve four objectives:

- 1) Varied levels of interventions package is tested through a scientific research method;
- 2) Economic resilience of vulnerable and at risk population, including women, men, girls and boys, affected by climate change, displaced communities and irregular migrants is built to prevent Trafficking in Persons (TiP);
- 3) The behaviour change and awareness on vulnerabilities and displacement caused by climate change and resulting in TiP is enhanced for communities affected by climate change and displaced individuals by climate change;
- 4) The availability, accessibility, functionality and quality of protection and life- saving support for Victims of Trafficking (VoT) displaced by climate change – induced disaster are improved.

Consequently, IOM is releasing a Call for applications to engage a consultant with the required technical know-how to undertake a market assessment in the counties of Garissa and Marsabit.

### **IV. SPECIFIC TASKS OF THE CONSULTANCY**

The incumbent will lend support on a 5 -month consultancy contract to the IOM Kenya Mission by supporting the Project Manager of Labour Mobility and social inclusion and Migrant Protection and Assistance Department in conducting local market assessment of employment opportunities for unskilled or semi-skilled labor force, market demand research on goods and services likely to be generated by climate-resilience interventions, and mapping of local financial inclusion systems and identification of the needs of the CAPs.

Under the overall supervision of Head of Programme and Policy Development and the direct supervision of Senior Programme Manager (Labour Mobility, Social Inclusion and Migrant Protection), the consultant will carry out the tasks detailed below:-

1. Participate in an inception meeting with IOM JTIP Project team and prepare an inception report, detailing the general understanding of the assignment, work plan and deliverables.
2. Develop a firm understanding of the proposed intervention models and programming activities, the target populations, and geographical catchment areas.
3. Conduct a localized market assessment, primarily focusing on Marsabit and Garrisa where the proposed interventions are to take place, with value chain analysis of livelihoods and an analysis of a variety of the most promising market systems and value chains, including enterprises/self-employment, vocational and salaried jobs.

This should include:

- Collection and analysis of micro-level data to understand the local market systems, the environment, and interplaying dynamics, as well as its consumers, opportunities, and bottlenecks in the value chains.
  - An assessment of the current and future demand for the core products and services in the identified market systems and value chains most suitable for the target populations in the two counties.
  - An assessment of the identified core products and services by gender and major age groups, so focused efforts to develop local opportunities as opposed to emigration.
  - Identification of current and potential future or emerging risks for engaging in these market systems and value chains, particularly trends or developments affecting rural and urban poor households.
  - Identification and assessment of policies, institutions and other key elements governing markets and value chains that may affect local market systems and engagement of communities in the design and implementation of development interventions aimed at livelihoods promotion, Small and Medium Enterprise (SME) development, and community economic development in rural and urban contexts.
  - Livelihood options and capacity for income generation that may be most appropriate for the target populations in Marsabit and Garissa to reduce outward migration or encourage safe migration. Identification and feasibility of community assistance projects for resilience and livelihood support for the migrants (pastoralist and agro-pastoralist community).
4. Collaborate with the Gap Analysis team to maximize data collection efficiency and reduce redundancy, e.g., coordinating joint focus group discussions with key stakeholders or members of the target populations.
  5. Map actors supporting the recommended markets for which linkages or partnerships that may be beneficial to the proposed livelihood interventions in Garissa and Marsabit to other parts of Kenya.
  6. Conducting desk reviews of livelihoods assessments (e.g., socio-economic, gender, youth, etc.) and market studies commissioned by government ministries, development partners, or civil society in the identified counties.
  7. Designing all data collection tools required to collect the assessment data.
  8. Validating methodology and data collection tools according to sector guidelines.
  9. Collecting data through focus group discussions and individual interviews at county and sub-county level, Civil Society Organizations (CSOs), Community leaders, members of the community, etc. (face-to-face or virtual).
  10. Provide a clear breakdown of the key barriers to climate resilient and sustainable livelihoods (including social norms, legislative, institutional capacity, political will etc.).
  11. Recommend clear and tangible suggestions for addressing livelihood challenges within the scope of the J/TIP programming.
  12. Analyzing data, validating findings, write and submit a report with recommendations.
  13. Develop comprehensive final report of the Market assessment at the end of the assignment.

#### **IV. TANGIBLE DELIVERABLES AND OUTPUTS**

1. Pre inception meeting/call with IOM and the reviewed documents from relevant stakeholders to gather required information for inception report.
2. Inception report:  
The incumbent will provide a draft inception report specific to each element as follows:
  - i) market assessment systems,
  - ii) market research
  - iii) mapping of local financial inclusion systems and
  - iv) identification of the needs of the CAPs comprising of:
    - Detailed workplan and methodology.
    - The approach, guiding questions, interview/ Assessment questions.

- Proposed lists of stakeholders to be interviewed or involved.
  - Proposed schedule of site visits.
  - Key informant selection strategy.
3. A list of data to be collected and timeline for evaluation process.
  4. Development of Data collection tools.
  5. Data analysis and reporting.
  6. Draft Report after data collection.
  7. Participation and presentation at the Validation Workshop.
  8. Preparation of the final report, after the validation workshop

## V. EDUCATION AND EXPERIENCE

### Education

Master's degree in Finance, Business, Economics, Monitoring and Evaluation, Development Studies, International Relations, Social Sciences, or related fields with atleast 8 years of professional experience.

### Experience

1. At least 8 – 10 years of experience in the design and implementation of Monitoring and Evaluation/Management Information Systems in development projects implemented by national/international NGOs/UN bodies/ Government.
2. Minimum of eight (8) years of relevant experience working with setting up monitoring and evaluation structures/mechanism/tools; Develop and strengthen monitoring, inspection, and evaluation procedures.
3. Minimum of five (5) years of relevant experience in climate change, protection, trafficking in persons and or migration.
4. Preferred: work experience in Arid and Semi-Arid Counties of Kenya and familiarity with the local dynamics and migration mobility in those Counties

### Skills

1. Produce high quality outputs in a timely manner, while understanding and anticipating the evolving needs on the ground.
2. Assess situations or circumstances and draw sound conclusions.
3. Think strategically, manage competing priorities and be highly organized.
4. Work independently and produce high quality outputs.
5. Display sensitivity towards culture, gender, religion, race and nationality.
6. Willingness and ability to travel within the Country for an extended period of time.
7. Strong communication and presentation skills and attention to detail.
8. Advanced knowledge in the usage of computers and office software packages

## VII. TECHNICAL COMPETENCIES

1. Delivers on set objectives on hardship situations;
2. Effectively coordinates actions with other implementing partners;
3. Works effectively with local authorities, stakeholders, beneficiaries and the broader community to advance country office or regional objectives.

## IX. LANGUAGE

Fluency in written and spoken English.

## **Mode of Application**

To apply for this consultancy, interested and eligible applicants can send copies of the following documents to the International Organization for Migration (IOM), Human Resources Department at [hrnairobi@iom.int](mailto:hrnairobi@iom.int)

1. Cover letter and CV describing previous experience providing similar services to clients.
2. The individual/consultancy firm needs to submit a clear technical and financial proposal outlining the market assessment description, process methodology, workplan and budget.
3. Samples of previous similar works (e.g. documents and/or links to websites).

**Closing Date: 19<sup>th</sup> September 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.