



International Organization for Migration (IOM)
Organisation internationale pour les migrations (OIM)
Organización Internacional para las Migraciones (OIM)

Terms of Reference

Position Title: Diaspora Engagement Consultant (National Consultant)

Type of Contract: Consultancy service

Duration of Assignment: 120 working day / March 15-August 14 2020

1. BACKGROUND:

In 2018, the International Organization for Migration (IOM) in Lesotho will implement a project entitled *“Enhancing Coordination and Strengthening Institutional Capacity to Effectively Engage Basotho Diaspora”*. The overall objective of the proposed project is to contribute towards an increased contribution of the Basotho diaspora in the socio-economic development of the Kingdom of Lesotho. In order to realise this objective, the project aims to strengthen the Government of Lesotho’s (GoL) institutional capacity to fully coordinate diaspora affairs and mobilize the Basotho diaspora. The project expected outcomes are; **Outcome 1:** *Newly established Diaspora Directorate is able to engage effectively with diaspora members;* **Outcome 2:** *Active presence and participation of government, Diaspora representatives and key private sector actors during the diaspora outreach forum;* and **Outcome 3:** *Lesotho National Diaspora Policy is in place.*

As the Lesotho Diaspora Directorate will be established in the Ministry of Foreign Affairs, one of the immediate critical tasks for the Diaspora Directorate is to communicate with, provide tailored information to various type of diaspora based on their needs and interest and give them feedback to Basotho diaspora in order to rebuild trust. It is therefore important to register diaspora members who are willing to receive information (through email, what’s app, calls etc.) from Ministry of Foreign Affairs, IOM in order to better communicate, collaborate and build partnership with diaspora members.

Furthermore, there will be a forum in Maseru on April 8-9 2020 (during Easter Holiday) where we want 5-6 diaspora members who have significant investments in Lesotho, trade / business in Lesotho, or diaspora members engaging actively in educational, social, cultural activities in Lesotho or country of resident to promote Basotho culture and image of Lesotho, or contributing to the national development of Lesotho.

2. OBJECTIVE:

The objective of this consultancy is to register Basotho diaspora members living in Republic of South Africa (per province) and those living in other 10 countries as many as possible. In addition, the consultant is expected to support the organizing an upcoming diaspora forum, including identifying diaspora members who could provide presentation in April 2020.

The specific objectives of the assignment are as follows:

- To identify key diaspora members in various parts of the world. Clearly and in detailed explain diaspora members why we want to register Basotho diaspora through phone calls, and explore the most effective way to register Basotho diaspora members in the world.



- To reach out to the diaspora members, and High Commission, Consulate representatives and inform the background and reasons why we want to register Basotho members, and request their support in registering Basotho diaspora members in their respective area.
- To reach out to the diaspora members, and identify 10 diaspora members who are contributing to the development of Lesotho through their investment, trade, educational, cultural and social activities.
- To support IOM project staff in organizing the Diaspora Forum to be held in Maseru

3. SCOPE

Under the overall supervision of the Head of Office in Lesotho, the consultant will work closely with the National Project Officer of IOM Lesotho, and other relevant key stakeholders.

4. METHODOLOGY:

Methodology will be presented by shortlisted applicants during the interview (physical, or skype for those who are living abroad) based on his/her understanding of this assignment and based on his/her experience and knowledge of the Basotho diaspora members abroad.

5. DELIVERABLES

The Consultancy will submit the following reports within the timeframe. The receipt and approval of each deliverable is subject to approval from IOM.

	Deliverables	Duration
1	Signing the consultancy agreement	14 March 2020
2	Submission of the name of diaspora members recommended for the forum	25 March 2020
3	Support in preparation, organization and reporting of the diaspora forum in Maseru	April 2020
4	Submission of the interim registration list (Excel sheet) for Diaspora members in South Africa and other countries	15 June 2020
5	Submission of the final registration list (Excel sheet) for Diaspora members in South Africa and other countries	15 August 2020

6. Qualifications and Experience

The successful consultant should have the following qualifications and experience:

- a. Advanced university degree in international relations, political science, international economics / development, research, or other relevant field
- b. Extensive knowledge of diaspora engagement in the Continent (Africa) and beyond



International Organization for Migration (IOM)
Organisation internationale pour les migrations (OIM)
Organización Internacional para las Migraciones (OIM)

- c. Minimum of 10 years of relevant professional experience in academia, research institutes, think tanks, governmental, inter-governmental, or non-governmental organizations.
- d. Proven working experience and/or knowledge of Basotho diaspora abroad
- e. Full computer literacy
- f. Proven capacity to coordinate all administrative and technical aspects of the consultancy.
- g. Excellent written and spoken English.
- h. Demonstrated ability to work in a multicultural environment and establish harmonious and effective relationships.

7. Payment Schedule

Total fee, inclusive of all travel and related costs, not subject to any deductions, will be paid to the consultant as follows;

- 20 % upon the satisfactory completion of the deliverable 1
- 30 % upon the satisfactory completion of the deliverable 2 and 3
- 30 % upon the satisfactory completion of the deliverable 4 and 5
- 20 % upon the satisfactory completion of the deliverable 6

8. Application Deadline

If you believe that you have required capacity to conduct this assignment, please submit your CV to enishimura@iom.int and tmhene@iom.int by **13 February 2020**. **Only shortlisted candidates will be called for Interview.**

END