



International Organization for Migration (IOM)
The UN Migration Agency

Call for Application – Consultancy service

Consultancy Title: **Developing Capacity Building Plans for the Pilot Action in Malawi, Mozambique, South Africa and Zambia**

Duty Station: **Pretoria, South Africa**

Estimated contract start date: **1 June 2019**

Estimated contract end date: **30 June 2019**

Background:

The International Organization for Migration (IOM), is supporting the Governments of Malawi, Mozambique, South Africa and Zambia to contribute to the development of dignified voluntary return and sustainable community-based reintegration approaches in targeted partner countries, under the Pilot Action on Voluntary Return and Sustainable, Community-Based Reintegration (hereafter referred as “Pilot Action”) financed by the European Commission’s Directorate-General for International Development and Cooperation (DG DEVCO).

The Pilot Action on Voluntary Return and Sustainable, Community-Based Reintegration is a return and reintegration assistance programme focusing on migrant protection and offers support to voluntary return and reintegrate vulnerable and stranded Malawian and Mozambican migrants in South Africa.

Specific Objectives:

Across the target countries, the project has the following specific objectives:

- Enhance national structures and capacities to facilitate a dignified and sustainable return and reintegration process.
- Support the national authorities of targeted countries in the provision of dignified voluntary return assistance to stranded and vulnerable migrants.
- Enhance the sustainability of returnees’ economic, social and psychosocial reintegration through tailored individual and community-level assistance.

Nature of the consultancy:

The Action will focus on identifying the gaps in strengthening the capacity of governments in the target countries of origin and destination in the return and reintegration process. Capacity building provided would contribute to the consolidation of legislation, policy, structures and procedures relevant to return and reintegration. An institutional assessment has been undertaken in order to identify key actors in the provision of return and reintegration assistance, so that capacity building gaps and needs can be

identified, analyzed and recommended key areas of intervention for capacity-building activities in the three countries can be developed. Based on the findings of the assessments conducted, capacity development plans have to be developed for each target country of the Action, with the view of ensuring a coordinated and participatory capacity building approach to address the gaps and needs identified at the regional, national and local levels.

Tasks to be performed under this contract:

In response to the issues discussed above, the International Organization for Migration, Regional Office in Pretoria (RO) within the framework of the Pilot Action, is seeking the services of a Consultant to develop both a regional and country specific Capacity Building Plan. The Plan will be based on the findings from the institutional assessment undertaken to identify capacity gaps amongst key actors in the provision of return and reintegration assistance in the three Pilot countries; Malawi, Mozambique, South Africa and Zambia. The consultant will be responsible for developing Capacity Building Plans for the region as well as the Pilot countries to promote coherence in the capacity building approach. The Consultant would be expected to undertake the following activities;

- a. Develop a methodology to be used for the assignment;
- b. Develop an Inception Report;
- c. From the data collected as well as the information and conclusions through the assessment in the four countries identify capacity gaps and needs;
- d. Review the country assessment reports prepared for Malawi, Mozambique, South Africa and Zambia;
- e. Consult with IOM Project Officers in Malawi, Mozambique, South Africa and Zambia when required;
- f. Develop realistic and time-bound Capacity Building Plans to address the capacity gaps of stakeholders, based on the results of the assessment and analysis of the data;
- g. Develop a guide to help the implementation of the Capacity Building plans;
- h. Prepare final report comprising of detailed analysis of all the capacity gaps for the four pilot countries.

Overall, the methodology for the assessment will be agreed upon by the consultant and the IOM Regional Project Manager. However, the design can employ a mixed methods approach.

The assignment must follow IOM's Data Protection Principles, IOM Migration Data Governance Policy, UNEG's norms and standards for evaluations, and relevant ethical guidelines.

Timeline

The consultant must finalize the assignment within 30 calendar days from the date of signing the contract. The first 30% of the payment will be paid after submission of the inception report 5 days after the signing of the contract; the second 40% of the payment will be paid after submission of the draft report and the remaining 30% of the payment will be paid after completion and submission of the final report and approval of the quality by IOM.

Deliverables

In person/teleconference consultation meeting with IOM Regional Office in Pretoria; in particular the Regional Project Manager and the Project Officers in the IOM country offices in Malawi, Mozambique and South Africa before and after the finalization of the below activities:

Prepare draft report entailing detail Regional and Country Specific Capacity Building Plan for the four countries including:

- i. Identify the capacity needs and gaps from the data collected for the assessment;
- j. Review of the country assessment reports;
- k. Prepare the Capacity Building Plans and;
- l. Prepare an advice and guide for the implementation of the Capacity Building Plans;
- m. Prepare and submit a comprehensive report that entails the above.

Cost related to flights and daily subsistence allowance (per diem) to Malawi, Mozambique, South Africa and Zambia will be covered separately by IOM at the official applicable monthly UN rates.

Reporting lines

The consultant will work under the direct supervision of the Regional Project Manager based at IOM Regional Office in Pretoria.

Qualification of the consultant

- An advance degree in migration studies, social sciences, population studies, preferably at PhD-level with minimum of seven years of relevant work experience;
- Very good understanding of migration dynamics in Southern Africa;
- Demonstrated Experience in Migration research in Southern Africa;
- Demonstrated skills and experience in quantitative and qualitative research;
- Relevant experience in conducting regional and/or multi-country research, preferably in Southern Africa in the areas of capacity building.
- Strong writing and analytical skills and excellent ability in research methods;
- Experience in working with UN agencies and other international organizations, regional bodies, governments, think tanks and other relevant stakeholders;
- Strong interpersonal and communications skills;
- Fluency in English (both oral and written) required. Knowledge of French and Portuguese languages desired.

How to apply:

Interested individual consultants are required to submit letter of motivation, curriculum vitae, financial quotation/proposal and credential documents clearly indicating the position title in the subject line on or before 26 May 2019 via e-mail to pretoriacvs@iom.int

Only shortlisted candidates will be contacted.