



International Organization for Migration (IOM)

The UN Migration Agency

Call for Applications (CFA SA2020-01)

Open to External Candidates

Position Title: Consultant-Advisor for adapting regional migration data harmonization guidelines to Southern Africa
Duty Station: Desk-based, including one trip to Pretoria, South Africa
Type of Appointment: Consultancy
Estimated Start Date: As soon as possible
Closing Date: 20.03.20

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and 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.

Context:

The need for timely and reliable data to inform migration policies and programming within Southern Africa has been highlighted by Member States of the Southern African Development Community (SADC) including in the context of the 2017 and 2019 Ministerial Dialogue for Southern Africa (MIDSA). In response to these requests, IOM, in partnership with the SADC Member States and key stakeholders, established the Regional Migration Data Hub (RMDHub) for Southern Africa, to generate information on migration through data collection, collation and analysis of migration trends, to help advance migration policies at the national and regional levels.

In the context of the RMDHub activities, IOM is looking for a consultant to assist with data management activities in the Southern African region, specifically with supporting the process of developing a framework for the harmonization of migration data in Southern Africa.

Under the overall supervision of the Regional Director for Southern Africa in Pretoria, and direct supervision of the Regional Research Officer, and in close cooperation with the relevant Regional Thematic Specialists (RTSs) and the Global Migration Data Analysis Centre (GMDAC) in Berlin, the consultant will assist with the development of the *Guidelines for the Harmonization of Migration Data Management in Southern Africa* (hereafter referred to as the Guidelines). The Guidelines will be an adaptation to the Southern African context of the Harmonization Guidelines developed by IOM for the ECOWAS region ([link](#))

This endeavour will be facilitated by the outputs of IOM's initiatives to help assess the state of play regarding the collection and analysis of migration data in the region. This includes, but is not limited to, the following documents:

- Outcome reports of the multi-stakeholder consultations conducted in the five countries of focus of the project “*Strengthening of Migration Data Collection and Analysis in Botswana, South Africa, Lesotho, Malawi and Zimbabwe.*”
- Outcome document of the Migration Data side-event that took place at the margin of the 2019 MIDSA in Windhoek, Namibia, attended by high-level representatives from National Statistical Offices (NSOs) of Angola, the Democratic Republic of the Congo, Lesotho, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Tanzania, Zambia, and Zimbabwe;
- Outcome document of the migration data session of the meeting on the establishment of a Migration Dialogue for Indian Ocean Commission Countries (DiMOI), which took place in Mahé, Seychelles between the 26th and the 28th August 2019, high-level representatives from the NSOs of IOC Member States discussed issues pertaining to migration data.

The outcome documents of these endeavours, as well as other internal documents and assessments, will serve as background to the consultant’s work initiating the process of adapting the *Guidelines for the Harmonization of Migration Data Management in the ECOWAS Region* to the Southern African region.

Based on the aforementioned, the consultant will prepare a roadmap outlining concrete steps to take to enhance the harmonisation of migration data definitions, methodologies and indicators in the region. The document will be presented and discussed at a dedicated regional capacity-development workshop, to be attended by National Statistical Offices in the region and other government stakeholders. The consultant will assist with the organization of the workshop, including in the facilitation of technical sessions on the issue of migration data harmonization. Following the inputs gathered through the participatory regional capacity development workshop, the consultant will consolidate the regional roadmap.

While the consultancy is desk-based, one trip to Pretoria, South Africa, is envisaged to prepare and facilitate the regional capacity development workshop on the harmonization of migration data, to be attended by NSOs from the region.

Core Functions / Responsibilities:

- Based on the existing documents outlining migration data strengths, gaps and needs in the region prepared by IOM, produce a document (around ten pages) outlining the steps to take to adapt the existing *Guidelines for the Harmonization of Migration Data Management in the ECOWAS Region* to the Southern African region. The roadmap should include: a) the collation of the data and lessons from the existing reports; b) an inventory of data sources; c) the synthesis of finding emerging from exiting consultations and studies conducted through IOM RO support; d) the preparation of a draft action plan for SADC;

- Support the first regional capacity development workshop to be held around the first week of May 2020 (exact date to be confirmed) in Pretoria, South Africa. This will include preparation and facilitation of a number of sessions of the workshop and preparing follow-up documentation for the guidelines
- Tailor the action plan based on the gathered through the regional capacity-development workshop

Deliverables

By 15 April 2020

- Review the 5 migration data reports on Botswana, Lesotho, Malawi, South Africa and Zimbabwe;
- Review other documents on regional migration data assessments produced as part of IOM RO Pretoria work in the context of the RMDHub;
- Produce the background document (around 10 pages) outlining the steps to take to adapt the existing *Guidelines for the Harmonization of Migration Data Management in the ECOWAS Region*.

Upon completion of this deliverable, 40% of the total consultancy fee will be paid

By 10 May 2020

- Assist with organizing and facilitating parts of a regional migration data workshop in South Africa, including the development of the agenda and dedicated thematic sessions;
- Participate and help facilitating the regional capacity development workshop.

By 15 May

- Consolidate the draft Action Plan for Southern Africa.

Upon completion of this deliverable, 60% of the total consultancy fee will be paid

Required Qualifications and Experience

Education

- Master's degree in international relations, political sciences, migration studies or demography and statistical studies.

Experience

- The candidate must be experienced in the topic of harmonizing migration data at the regional level in Africa, experience on Southern Africa is an advantage;
- A minimum of 7 years of experience on migration data collection and use;
- The candidate must also have former experience in facilitating training workshops with government officials;

Languages

Fluency in English is required.

Required Competencies

Values

- Inclusion and respect for diversity: encourages the inclusion of all team members and stakeholders while demonstrating the ability to work constructively with people with different backgrounds and orientations.
- Integrity and transparency: maintain impartiality and takes prompt action in cases of unprofessional or unethical behaviour.
- Professionalism: demonstrates professional competence and mastery of subject matter and willingness to improve knowledge and skills.

Core Competencies

- Teamwork: establishes strong relationships with colleagues and partners; relates well to people at all levels.
- Delivering results: produces quality results and provides quality services to clients.
- Managing and sharing knowledge: shares knowledge and learning willingly, and proactively seeks to learn from the experiences of others.
- Accountability: operates in compliance with organizational regulations and rules.
- Communication: encourages others to share their views, using active listening to demonstrate openness and to build understanding of different perspectives.

Other

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances.

Posting period:

From 10.03.2020 to 20.03.20

Method of application:

If you are qualified for this position, please send your letter of motivation, up-to-date Resume/CV, copy of passport, a functional e-mail address, mobile numbers, copies of diploma and any other certificate, with three professional referees and their contacts (both email and telephone) and Complete IOM Personal History Form (which can be downloaded from this website: <https://southafrica.iom.int/vacancy>) to pretoriacvs@iom.int. When you send your application, please specify the reference number i.e. **CFASA2020/01** on the subject line of your email. It will be challenging to track your application without the reference code provided.

Incomplete applications will be rejected.

Please send your applications by 20.03.2020. Only shortlisted candidates will be contacted.

ENQUIRIES IN RESPECT TO THE JOB DESCRIPTION AND APPLICATION MAY BE DIRECTED TO THE SAME EMAIL ADDRESS

