



International Organization for Migration (IOM)
The UN Migration Agency

Call for Applications

MU10.CFA2020-01

Open to Internal and External Candidates

Position Title: **Consultant – Assessment of feasibility for upgrading information sharing and network intelligence systems (Migration and maritime governance)**

Duty Station: **Homebased and travel to sites**
Classification: **N/A**
Type of Appointment: **Consultancy**
Estimated Start Date: **August 2020**
Closing Date: **10 July 2020**

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.

IOM is committed to a diverse and inclusive environment. Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates and NMS candidates, as well as external female candidates are considered as first-tier.

Context:

A stable and secure ocean has been the foundation of the massive expansion of international trade, communications and wealth across the Western Indian Ocean (WIO) region. The expansion of trade and commerce has however been accompanied by new challenges brought about by an increasingly dynamic maritime environment and increased movement of people. Maritime security comes with major challenges for countries of the WIO region and for island countries particularly.

The Indian Ocean Commission (IOC) recognises the need within the region for coordination mechanisms to share information on transnational organized crime including on migrant smuggling. Several regional centres, including the Regional Maritime Information Fusion Center (RMIFC) in Madagascar, have been established to serve as an advanced alert in case of existence or detection of potential or proven maritime risks, including irregular migration and human trafficking by sea. The RMIFC serves to collate, document and dispatch information gathered regarding maritime risks, while the Regional Centre for

Operations Coordination (RCOC) in Seychelles serves as the operational arm for implementing responses.

It was recognised during the outcomes of the IOC Ministerial Conferences on Maritime Security in the Western Indian Ocean region held in April 2018 and June 2019 in Mauritius, that further coordination mechanisms are required within and between these centres to be able to effectively generate and share the information obtained on maritime risk and profile of transnational organized threat assessment.

Core Functions / Responsibilities:

Purpose of the Assignment

This consultancy forms part of a project entitled: *“Supporting the Western Indian Ocean Mechanism for Maritime Security: Promoting Maritime Governance on Migration Issues in the Indian Ocean Commission Region”*, financed by the IOM Development Fund and implemented by the International Organization for Migration (IOM). The project aims to contribute to strengthen Governments’ capacities in selected Western Indian Ocean countries to better understand and address the risks and threats posed by migration-related transnational organized maritime crime in the region, including migrant smuggling. Result 2 of the project seeks to ensure that information and intelligence sharing networks are strengthened to adequately address transnational crime threats in the Western Indian Ocean region.

The IOM is seeking the services of a Consultant with expertise in immigration, intelligence and risk management processes to undertake an assessment on the setting up of a secured dedicated network and database dedicated to migration related information and intelligence sharing in the context of maritime security and governance.

Scope of the Assignment

IOM is seeking the services of a Consultant to undertake an assessment designed to identify possible upgrades to the existing regional operational network of the RMIFC, which will target the multiple sources of information and the consolidation of the transmission of data, as well to create a separate migration database, which will be dedicated to list any migration related data and information. This consultancy will be undertaken with specific reference to the requirements of the IOC, RMIFC and RCOC as well as IOC Member States.

The assessment will ascertain the technical and IT requirements for the establishment of the network and database including types of data and intelligence to be collected, mechanisms for exchange and protection of data as well as how the data can serve for operational purposes. This assessment will be achieved by supporting data capture, analysis and sharing which facilitates immigration related intelligence with a view to safety and security building of the area, as well as continuity and consistency of information sharing across maritime zones. It will be implemented in close collaboration with the RMIFC and RCOC. To some extent, information on smuggling and counter smuggling operations when identified/documentated is collated and disseminated through the RMIFC reports. What lacks though is an understanding of the information gaps, and then, a reflexion on how that intelligence could be best used for purposes of operational/policy responses. This outcome will therefore focus on information and intelligence sharing to increase and improve case detection. It will also contribute to inform migration flows, routes and characterize trends and

guide RMIFC and RCOC's operational interventions and be used for policy responses within the MASE Programme.

The assignment will be undertaken under the overall supervision of the Head of Office for IOM Mauritius & Seychelles and in close coordination with the IOM regional experts. It will comprise both desk review and data collection in the field. IOM in coordination with the consultant(s) will agree on the scope and methodology.

Overall, the research will include the following:

- To undertake an assessment on the setting up of a secured dedicated network and database for migration related information and intelligence sharing in the context of maritime security
- To assess the legal framework around data sharing within and among the different stakeholders (both regional and national)
- To assess the level of digitalization of the different institutions (both regional and national)
- To assess the technical and IT requirements for the establishment of the network and database
- To identify the type and nature of migration-related information and intelligence and those data that are not collected but are substantial in the context of maritime security and migration
- To review the operational procedures and guidelines of the different intelligence offices and systems in the countries
- To interview the officers involved in data capture and sharing
- To assess the level of equipment and the strengths and weaknesses
- To assess the level of efficiency and collaboration on migration intelligence sharing between both centers, the RCOC and RMIFC
- To participate in site visits at both regional centers and in countries offices

Responsibilities

The consultant is expected to perform the following tasks / activities:

a) **Inception report:** The Consultant will prepare an inception report including the methodology to be used as to how he/she will approach the assignment, outlining the tools and methods for the desk review and field work, which will be reviewed and cleared by IOM. This report will include the breakdown of work, the timelines and an overview of stakeholders to be engaged during the assignment;

b) **Desk review:** A desk review will be undertaken on the strengthening of existing information and data exchange mechanisms in order to achieve a secured dedicated network and database for migration related information and intelligence sharing in the context of maritime security. This desk review should: i) ascertain types of data and sources and existing sharing mechanism for the network and the database; and ii) appraise the feasibility and the technical and IT requirements for the achievement of a secured dedicated network and database;

c) **Consultations:** The Consultant will be expected to schedule appointments and carry out consultations with the relevant national and regional stakeholders to gather information for the assessment, which will help in preparing the desk review;

d) **Field work:** The Consultant will conduct field work and site visits in four IOC countries (Mauritius, Seychelles, Madagascar and Comoros). The visits will include working sessions with the RMIFC in Madagascar and the RCOC in Seychelles;

e) **Analysis and Recommendations:** The Consultant will provide a technical analysis of the requirements for strengthening existing information and data exchange mechanisms and achieving a secured dedicated platform and propose a technically viable solution, based on inputs and feedback from the IOC and regional stakeholders. The assessment will include an in-depth review of other existing platforms that share data and intelligence on human mobility and migration. While this assessment will focus on the IOC region, it will take into consideration good practices from other regions related to similar platforms, especially in a maritime context;

f) **Validation of findings:** The Consultant will be expected to share a draft report with IOM for review and validation. Moreover, the Consultant will be expected to participate and present outcomes of the assessment at agreed technical and strategic platforms in order to discuss, validate and, where relevant, promote the proposed schemes;

g) **Final report:** The Consultant will produce a final written report, which will be a synthesis of the desk review, overview of the platform and recommendations. The final report will also include a summary brief, which will act as a quick reference of the findings.

Timeline

This assignment is planned to be conducted over a period of 6-months, starting tentatively in August 2020, but the actual timeline is subject to change based on the date the agreement is signed between IOM and the Consultant. The assignment shall be completed no later than end of February 2021.

Deliverables

- i. Inception report
- ii. Draft Report of the b) desk review c) field work and d) analysis and recommendations
- iii. Final, print ready report and summary brief

All documents are to be produced and delivered in French. Regular email updates and calls with the IBM RTS in Pretoria, Head of Office in Mauritius and Chief of Mission in Madagascar will be either in English or French.

Required Qualifications and Experience

IOM is seeking applications from individual consultant, consortium of consultants or a firm. The following minimum qualifications and experience are required:

Education

- Advanced university degree in international relations, political science, international economics, demography, statistics, development studies, social or behavioral science, migration studies, or other relevant social sciences.

Experience

- Extensive knowledge and expertise on immigration, mobility and border management, risk analysis, immigration intelligence, and to the extent possible, maritime security;
- IT knowledge and a good understanding of information exchange mechanisms and platforms;
- A minimum of 10 years of relevant professional experience working for Government or an Inter-Governmental organization in fields related to immigration;
- Proven previous working experience constituting of substantial engagement in assessments, evaluations, and/or reviews in relevant technical areas;
- Full computer literacy, including familiarity with research and software tools;
- Excellent written and spoken English. Experience of drafting documents for Governments or Intergovernmental Organizations will be an added advantage;
- Demonstrated ability to work in a multicultural environment and establish harmonious and effective relationships. Experience in the IOC region is a distinct advantage.

Technical qualifications

- Experience of conducting an IOM Migration Profile;
- Experience in delivering trainings;
- Experience in data analysis of divergent data sets;
- Delivers on set objectives within required timeframe;
- Effectively coordinates actions with partners;
- Works effectively with stakeholders;
- Necessary professional skills to strive towards the common goal and find solutions to work with different stakeholders and different data sets;
- General understanding of migration issues in the region;
- Experience in conducting primary and secondary research;
- Experience in drafting research reports policy documents, or policy analysis documents;
- Experience in the IOC region is a distinct advantage.

Languages

Fluency in both English and French 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: maintains 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

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

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

How to apply:

Interested candidates are invited to submit their applications to the Human Resources Unit by email to iommauritus@iom.int with clear reference of the advert (MU10.CFA2020-01) in the subject line by 10 July 2020. The application package should include:

- a cover letter;
- a detailed CV and P11 Form of the lead consultant that will be involved in the assignment, including contact details of three (3) references (The Personal History (P11) form can be downloaded on the IOM Regional Office for Southern Africa vacancy webpage: <https://southafrica.iom.int/vacancy>;
- a 2-4 pager technical proposal on your capacity and approach to the assignment, including a proposed timeframe;
- A 1-page financial proposal indicating the consultant's daily professional fees in USD and a breakdown of all costs.

Only shortlisted candidates will be contacted.

Posting period:

From 16 June 2020 to 10 July 2020