

**REQUEST FOR EXPRESSION OF INTEREST TO DEVELOP TRAINING CURRICULUM MANUALS AND TO ROLL OUT CAPACITY BUILDING TRAININGS FOR STAKEHOLDERS SUPPORTING IMPLEMENTATION OF THE PILOT ACTION ON VOLUNTARY RETURN AND SUSTAINABLE COMMUNITY-BASED REINTEGRATION PROJECT**

**TERMS OF REFERENCE**

**BACKGROUND**

The International Organization for Migration (IOM) in partnership with the Government of Malawi is implementing a project called: Pilot Action on Voluntary Return and Sustainable Community-Based Reintegration. The project is assisting Malawian nationals residing in South Africa who express interest to be assisted under the project to return to Malawi where they are supported with reintegration in their communities of return through either: tailored individual in-kind assistance, collective initiatives or community initiatives to address some of the drivers of migration. The project is funded by the European Union (EU) and aims at contributing to the development of sustainable voluntary return and community-based reintegration approaches in the four partner countries – Malawi, Mozambique, South Africa and Zambia. In line with the project plan, IOM is looking for the services of an experienced consultant to Develop Training Curriculum Manuals and Provide Capacity Building Trainings for Government of Malawi Officials and Key stakeholders in support of the Assisted Voluntary Return and Sustainable, Community- Based Reintegration project in Malawi.

**OBJECTIVES OF THE CONSULTANCY**

The overall objective of this consultancy is to contribute to the development of sustainable voluntary return and community-based reintegration approaches in Malawi through the Pilot Action. The specific objective of the consultancy is to support the government of Malawi by enhancing capacities of national structures and institutions including both state and non-state actors to facilitate a dignified and sustainable return and reintegration process in Malawi.

**INTERESTED INDIVIDUALS SHOULD MEET THE FOLLOWING REQUIRED QUALIFICATIONS AND SKILLS**

- Post graduate degree in development studies, International Relations, Social Sciences or related field
- Minimum of 7 years relevant professional experience in the development of curriculums
- Technical expertise in international relations and migration
- Experience working with government institutions
- Ability to produce and deliver high quality training workshops

- Excellent communication and reporting skills

### **1. NATURE OF THE CONSULTANCY:**

Development of Training Curriculum Manuals and Provision of Capacity Building Training for Government Officials and key Stakeholders in support of the Assisted Voluntary Return and Sustainable, Community-Based Reintegration project in Malawi

#### **Target Audience:**

- Government line Ministries, Departments, and Agencies (MDAs), academia, migration practitioners, employment consultative agencies, private sectors, trade union, among others.
- Technical Working Group (TWG) comprising of government officials from various sector ministries, Members of the District Executive Committee (DECs), relevant stakeholders and implementing partners, Civil Society Organizations and Returnees
- Inter-Ministerial Steering Committee (IMSC) Comprising of Office of the President and Cabinets (OPC), Ministries Principal secretaries and Directors.

### **2. IOM PROJECT TO WHICH THE CONSULTANCY IS CONTRIBUTING:**

Migrants Protection and Assistance: Pilot action on voluntary return and sustainable, community-based reintegration

### **3. TASKS TO BE PREFORMED UNDER THIS CONTRACT:**

- Desk review of existing materials and information on return management in Malawi;
- Development of training curriculum and workplan;
- Develop training materials;
- Conduct capacity building training in Six Districts in remote areas of Malawi

### **4. TANGIBLE AND MEASURABLE OUTPUT OF THE WORK ASSIGNMENT:**

- Inception Report outlining working plans and working methodology;
- Draft Training Curriculum and Training manuals, materials and presentations;
- Capacity Building training delivered to at least 30 Training of Trainers in Six Districts;
- Capacity building training delivered to at least 150 government officials and key stakeholders; Draft report with recommendations of the training for comments and review by IOM Malawi;
- Final Report with detailed observations, conclusions and recommendations

## 5. DELIVERY DATES AND DETAILS AS TO HOW THE WORK MUST BE DELIVERED:

No	Activity	Deadline – By the end of
1	Submission of draft and final work plan and methodology	19 March
2	Submission of first draft of the training curriculum and desk reviews for comments by IOM	26 March
2	Conduct capacity building trainings for state and non-state actors (actors in Six selected Districts in Malawi:	6 April
3	Submission of draft report for review and comments by IOM	15 April
4	Submission of final report	30 April
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## 6. PERFORMANCE INDICATORS FOR EVALUATION OF FINAL OUTPUT:

- Pre and post evaluation forms completed by training participants;
- Contents of the training Curriculum.
- Quality of the training materials, handouts and presentations;
- No of people trained.