



International Organization for Migration (IOM)
The UN Migration Agency

Open to Internal and External Candidates CONSULTANCY ANNOUNCEMENT

Position Title : **Consultant, Southern African Development Community (SADC) migration data overview**
Duty Station : **Home-based**
Reference Code : **CS-DE1-2019-05**
Classification : **Fee-based Consultancy**
Type of Appointment : **2 months consultancy**
Estimated Start Date : **30 Sept 2019**
Closing date : **15 Sept 2019**

Established in 1951, the International Organization for Migration (IOM) is the leading intergovernmental 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.

The Global Migration Data Analysis Centre (GMDAC) is part of IOM's International Cooperation and Partnership Department (ICP) and is responsible for providing migration stakeholders with a better understanding of global migration data.

Context:

GMDAC manages the Global Migration Data Portal (Portal), which serves as a unique access point for timely, comprehensive migration statistics and reliable information about global migration data. The Portal aims to help policy makers, national statistics officers, journalists and the general public navigate the increasingly complex landscape of international migration data, currently scattered across different organisations and agencies.

Since its launch in December 2017, the Portal has become a key knowledge platform and resource on migration data and information as well as an important tool for migration stakeholders to build their migration data capacities. The Portal is also mentioned in the Global Compact for Safe, Regular and Orderly Migration (GCM) as a key migration data depository in the migration field.

Current features on the Portal include an interactive world map with key migration statistics, information on recent migration trends and data sources, migration-related targets in the Sustainable Development Goals, and assessments of countries' migration governance, among others. GMDAC is currently expanding its regional content with the aim to provide Portal users overviews of migration data trends, sources, consultative migration processes, and data sources per world regions. This consultancy covers work related to expanding regional content on countries of the Southern African Development Community (SADC): Angola, Botswana, Comoros, Democratic Republic of Congo, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Eswatini, Tanzania, Zambia and Zimbabwe.

Core Functions / Responsibilities:

Under the guidance of the Senior Analyst at IOM's GMDAC, and in consultation with IOM's Southern African Regional Office based on Pretoria, South Africa, the consultant will conduct desk research to draft a regional overview of available migration data for SADC countries. This regional overview will follow the structure of other regional overview pages. Specifically, the overview will include:

- A short intro
- Infographic
- Past and current migration trends
- Migration data sources at the regional level (if applicable)
- Strengths and limitations of these regional sources on migration data
- Consultative processes on migration
- Further reading sources

The consultant will be expected to incorporate the comments of IOM's GMDAC and IOM's Southern Africa Regional Office after the review of a first draft and subsequent drafts of the regional overview page. Per the infographic, the consultant is expected to provide IOM with the concept of the infographic and incorporate comments. The consultant will not be responsible for the design of the infographic but will work with an IOM graphic designer to deliver the final design.

A proposed timeline of key milestones and deliverables:

Milestone and deliverable	Estimated Date
First draft of concept for infographic	18 Oct. 2019
First draft of regional overview	25 Oct. 2019
Final draft of infographic	1 Nov. 2019
Final draft of regional overview	18 Nov. 2019

Required Qualifications and Experience**Education**

- Master's degree in Migration Studies, International Development, International Affairs, or any similar discipline from an accredited academic institution.

Experience

- At least 3-5 years of relevant professional experience in the migration field, preferably within the SADC region.
- Solid knowledge of migration data sources in SADC, key literature on migration, migration consultative processes and trends.
- Familiarity with important migration stakeholders in the region. Previous work experience with international organizations like IOM would be an advantage.
- Ability to synthesize large amounts of information from different sources and arrive at main points or findings.
- Be able to write concisely, clearly and in a well-organized manner.
- Good time-management skills

Languages

Fluency in **English** is required. The regional page will be written in English.

Required Competencies

Values

- Inclusion and respect for diversity respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

Core Competencies

- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- Delivering results produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge continuously seeks to learn, share knowledge and innovate.
- Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

IOM's competency framework can be found at this [link](#).

Other

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

How to apply:

Qualified candidates are invited to submit a cover letter, resume (maximum 2 pages), one example of relevant previous work and their proposed fee to Tristan O'Shea at toshea@iom.int (max 5 MB). Due to the volume of applications, IOM will not be able to respond to all inquiries about the application status and will only contact shortlisted candidates for an interview.

Posting period:

From 4.9.2019 to 15.9.2019