



International Organization for Migration (IOM)  
The UN Migration Agency

## **Open to External Candidates** CONSULTANCY ANNOUNCEMENT

Position Title : **Consultant Migration Data and Gender**  
Duty Station : **Home-based**  
Reference Code : **CS-DE1-2020-09**  
Classification : **Fee-based consultancy**  
Type of Appointment : **Consultancy, 30 working days (to be completed before 11 December 2020)**  
Estimated Start Date : **01 October 2020**

*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.*

### ***Organizational Context and Scope:***

The International Organization for Migration (IOM) conducts and supports research designed to guide and inform migration policy and practice. The Global Migration Data Analysis Centre (GMDAC), based in Berlin, Germany, responds to IOM's call for upgrading its capacity to collect and analyse migration data, and to develop closer partnerships with data providers and academic institutions. GMDAC acts as a data hub for decision-makers and practitioners seeking the best available migration data.

### ***Core Functions / Responsibilities:***

Under the overall guidance of the Director of GMDAC and GMDAC's Data Officer, the Consultant will be responsible for drafting a guidance note on "Migration data and gender" as well as the script and content for a short video stream on the same subject that will be part of an online training course on migration data.

The Consultant will be responsible for drafting a guidance note on "Migration data and gender". After an introduction and review of progress to date, the note should include a section on "Gender-responsive migration data" with a chapeau that looks at measurement criteria and definitions (operational definitions, as concrete as possible), followed by chapters looking at different migration data sources and how a gender perspective could be integrated there. The second section should address data disaggregation, looking at which topics (and SDG indicators) should be prioritized for disaggregation by sex, age, migratory status and other characteristics. The guidance note should then include a chapter, looking at the implications for the achievement of the Sustainable Development Goals (SDGs) and the objectives of the Global Compact for Safe, Orderly and Regular Migration (GCM) and especially GCM Objective One. The concluding chapter should include concrete recommendations for policymakers and practitioners, if possible with examples, and a heck list on how to integrate a gender perspective in the collection, analysis and use of migration data.

Throughout the guidance note, the consultant should highlight existing best practices and lessons learned on integrating a gender perspective, as well as risks of not doing so at the country level. Building on the research conducted to produce the note, the consultant will also be responsible for preparing the script and content for a video stream (15 minutes) on the same subject that will be part of an online training course on migration data. The consultant will also prepare a record a short video that may be integrated in the video stream (maximum 5 minutes), also on the topic of migration data from a gender perspective.

In particular, it is foreseen that the Consultant will:

- Conduct desk research focusing on migration data and gender.
- Conduct five to ten semi-structured expert interviews with international and/or national experts.
- Consolidate the findings of the desk research and expert interviews to draft a guidance note on “Migration data and gender”, including concrete recommendations and a final check list that could be used as a quick reference for all users.
- Update the draft guidance note based on feedback received.
- Develop the script and content for 15 a minutes-long video stream on migration data and gender as well as for a short video (5 minutes) on migration data from a gender perspective.
- Update the script and content for the video stream (15 minutes) and the short video (5 minutes) based on feedback received.
- Record the short video (5 minutes) on migration data from a gender perspective.

#### **Outputs/activities of the work assignment**

- Conduct desk research on “Migration data and gender”.
- Complement findings of the desk research with five to ten semi-structured expert interviews.
- Produce a draft guidance note on “migration data and gender”.
- Consolidate the draft guidance note through the integration of feedback.
- Develop the script and content for a 15 minutes-long video stream on “migration data and gender”.
- Consolidate the script and content through the integration of feedback.
- Prepare and record a short video (5 minutes) on migration data from a gender perspective.

#### **Delivery dates**

Through desk research, the consultant will deliver within the following timeline:

- Drafting of annotated outline of the guidance note with key references/sources – 3 working days
- Drafting of guidance note based on desk review – 12 working days
- Drafting expert interview questions to fill gaps in the draft and identifying experts to be interviewed – 1 working day
- Conducting expert interviews and integrate information collected into the draft guidance note – 2 working days
- Reviewing and updating draft guidance note based on comments/feedback received – 4 working days

- Drafting script and slides for a video stream on migration data and gender that will be part of an online training course - 5 working days
- Reviewing and updating the script and slides for the video stream – 2 working days
- Preparing and recording a short video (5 minutes) on migration data from a gender perspective – 1 working day

## ***Required Qualifications and Experience***

### **Education**

- Master’s degree in Migration Studies, Economics, Statistics, Gender Studies, International Relations, Social Sciences, Development Studies, International Affairs or a related field from an accredited institution.
- Doctoral degree in the above fields is a plus

### **Experience and Technical Competencies**

- At least five years of professional experience in the field of migration data, track record of relevant publications (experience working specifically on gender data would be considered a distinct advantage);
- Strong gender expertise (experience integrating a gender perspective into e.g. research outputs, policies and programmes would be considered a distinct advantage);
- Training experience (experience in online training a distinct advantage);
- Strong computer literacy;
- Excellent critical thinking and writing skills;
- Ability to produce quality work accurately and concisely according to deadlines;
- Ability to work effectively and harmoniously in a team of colleagues of varied cultural and professional backgrounds.

### **Languages**

Fluency in English language is required. Working proficiency in French or Spanish would be considered an advantage.

## ***Required Competencies***

The successful candidate will demonstrate the following core behavioural IOM 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**

- 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. Appointment will be subject to certification that the candidate is medically fit for appointment.

### **How to apply:**

Qualified candidates are invited to submit their resume including a track record of publications on migration (data/gender) (maximum 2 pages excluding publications) and a brief statement of interest (maximum 1 page) as well as the proposed fee to Dr. Andrea Milan ([amilan@iom.int](mailto:amilan@iom.int)) (max 5 MB). Candidates will be selected based on experience in migration data and gender expertise. 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.

### **Posting period:**

From 04 September 2020 to 11 September 2020

### **Contact**

International Organization for Migration / Germany

Dr. Andrea Milan

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