



International Organization for Migration (IOM)
The UN Migration Agency

Open to External Candidates CONSULTANCY ANNOUNCEMENT

Position Title : **Consultant Strategic Communication**
Duty Station : **Home-based**
Reference Code : **CS-DE1-2020-10**
Classification : **Fee-based consultancy**
Type of Appointment : **Consultancy, 30 working days (to be completed before 31 December 2020)**
Estimated Start Date : **09 November 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 Global Migration Data Analysis Centre (GMDAC) is part of the International Cooperation and Partnerships Department (ICP) and responsible for providing all stakeholders with a better understanding of global migration data. GMDAC is involved in a variety of tasks including data analysis and collection, support for IOM missions, capacity building for IOM member governments and knowledge management.

The overall aim of the project is to better inform migration policy and programming, and improve migration governance, by compiling, analysing and using migration data more effectively.

The project is composed of three priority areas of work:

1. Expanding the Global Migration Data Portal – providing accurate and up-to-date facts and figures about key migration trends
2. Boosting migration data capacities in Africa to provide better insights into the drivers and effects of migration
3. Strengthening data innovation and migration forecasting to inform policy

Core Functions / Responsibilities:

The consultant will perform an in-depth review of communications work, activities and materials relating to all three areas. The assigned candidate will develop practical recommendations to increase GMDAC's communications impact and train staff on effective communications strategies. The aim of this consultancy is to raise awareness of GMDAC's work to an extended audience, beyond policy-makers and media. An additional aim is to enhance the communications capacities of GMDAC staff.

In particular, it is foreseen that the Consultant will:

- Conduct analysis of internal and external communications and media strategy documents and resources available. This includes review of products and communications channels and procedures.
- Analyse GMDAC's internal and external communications in the context of wider IOM communications approach. For this, interviews with staff members and other IOM staff is necessary.
- Produce a narrative report and practical recommendations addressing internal and external communications.

Delivery dates

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

By 9.11.2020

Analysis of internal and external communications, media strategy documents and resource allocation. Conduct interviews with staff members and other relevant colleagues.

By 16.11.2020

- Review of external communications products and media coverage.
- Analysis of GMDAC internal and external communications in the context of wider IOM communications approach

By 30.11.2020

Conduct a course on effective communications with practical workshops for GMDAC staff

By 22.12.2020

- Review of communications tools and approaches and comparison with other available resources.
- Production of a narrative report and recommendations addressing internal and external communications (based on analysis and interviews conducted as part of this consultancy)

Required Qualifications and Experience

- A minimum of 7 years of experience on communications, media production, and/or strategic communications
- Proven experience in communicating complex migration questions to various audiences
- Excellent writing, communication, organizational and analytical skills;
- Demonstrated expertise with media relations and PR trainings
- Ability to produce quality work accurately and concisely according to deadlines;
- Fluency in English required

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 (maximum 2 pages excluding publications) and a brief statement of interest (maximum 1 page) as well as the financial proposal to Stylia Kampani (skampani@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.

Contact

International Organization for Migration / Germany

Stylia Kampani

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