



International Organization for Migration (IOM)  
The UN Migration Agency

## Open to Internal and External Candidates CONSULTANCY ANNOUNCEMENT

Position Title : **Consultant Target Group Analysis of Iraqi and Nigerian migrants living in Germany**  
Duty Station : **Home-based**  
Reference Code : **CS-DE1-2021-05**  
Classification : **Fee-based consultancy**  
Type of Appointment : **Consultancy contract**  
Estimated Start Date : **1 September 2021 until 17 December 2021**

*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:**

As, at present times, relatively little is known about Nigerian and Iraqi migrants in Germany as related to their socio-demographic/-economic characteristics, their respective return motivations or barriers to return, and their specific needs for a sustainable reintegration in their countries of origin, IOM Germany is conducting a target group analysis to get more insights into these aspects. In addition to the sociodemographic information, the study aims at getting more information about relevant communication and information channels to address migrants appropriately and by this contribute to an informed decision-making process.

The overall aim of the Target Group Analysis research project (conducted in German) is to contribute to an informed return decision-making through the development of tailored outreach activities and to promote the sustainable reintegration of voluntary returnees from Germany in Iraq and Nigeria by analysing qualitative dataset for the evidence-based improvement of existing projects and the development of new initiatives.

Under the direct coordination of the Senior Project Assistant (Research Projects), the Consultant will be responsible for the analysis of qualitative dataset (interviews) using MaxQDA and contribute to the finalization of the research project using predominantly interview data in German language. For data triangulation further IOM operational data, online (social media) data and sample survey data may be used.

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

The incumbent will:

1. Finalize the analysis report (in German and English), targeted to the donor, in close coordination with the IOM teams based on the existing preliminary draft by

strengthening the narrative and argument including the recommendations based on the research findings;

2. Review and amend coding of existing qualitative interview data and analyze it in coordination with the Research/M&E Team;
3. Complement findings with mixed-method analysis of coded qualitative data and quantitative survey data for data triangulation to strengthen the research objectives;
4. Collect and evaluate interview data from experts in close coordination with the Research/ M&E Team;
5. Create appealing and reader-friendly interactive visualizations, tables, figures and maps;
6. Review and edit the stakeholder report and provide thematic feedback and guidance to ensure research objectives are met including the preparation of recommendations;
7. Support the initial monitoring components of the pilot activities and document preliminary results in the stakeholder report;
8. Provide consultancy on other relevant aspects related to the research project, as requested including translations from German to English and vice versa;
9. Participate regularly in meetings with Research/ M&E Team (in person and/ or virtually).

**Delivery dates and details as to how the work must be delivered:**

*By 15.09.2021*

- Develop/ amend existing report structure as agreed with the Research/M&E Team.

*By 07.10.2021*

- Finalize and ensure the completion of the existing interview data analysis;
- Contribute to the stakeholder report by conducting thematic analysis of interview data with Iraqi and Nigerian migrants using MaxQDA;
- Present initial written interpretation of sampled expert interviews for the stakeholder report in close collaboration with the Research/M&E Team.

*By 12.11.2021*

- Design several visualizations of existing research findings from Big Data, sample survey and IOM operational data for stakeholder report;
- Produce written evidence-based recommendations in coordination with IOM Germany's Outreach Team on strategies to increase the range of projects and programmes supporting voluntary return and reintegration and improve how target groups are outreached and informed about voluntary return;
- Include the assessment of the agreed pilot activity in the stakeholder report including the visualization if required;
- Include visualizations of research findings;
- Include the final results of the expert interviews in the stakeholder report;
- Complete the stakeholder draft of the report, both in German and English language .

*By 17.12.2021*

- Finalize layout and design of the report with the support of IOM;
- Include cross-departmental feedback on the stakeholder report to ensure research objectives are met, concisely communicated in the stakeholder report and aligned with IOM Germany and donor specific requirements;
- Edit and proof-read stakeholder report according to IOM standard guidelines.

## **QUALIFICATIONS AND EXPERIENCE**

### **Education**

Master's degree in Social Sciences, Development and/or Migration Studies, Political Sciences, Statistics, Economics, or a related field from an accredited institution. Doctoral degree in one of the above fields is an asset.

### **Experience**

- Strong technical expertise in the usage of MaxQDA;
- Strong computer literacy and experience with migration data analysis through software (e.g. SPSS, Stata, R, MS Excel, NVivo);
- Experience in conducting qualitative research in an intercultural context;
- Experience in survey methodology and applied research experience with of hard-to-reach populations is a strong asset;
- Experience in the field of migration research with track records of relevant publications; Experience in return migration is an asset;
- Experience creating target group specific advertisements on social media (e.g. Facebook) and analyzing their effectiveness;
- Experience with outreach campaigns in the migration context is desirable;
- General understanding of migration issues in the European region.

### **Languages**

Fluency in German and English is required.

### ***Required Competencies***

The successful candidate will demonstrate the following core behavioral IOM competencies:

#### **Values**

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintain 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 following 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 CV, a brief statement of interest (maximum 1 page) and their financial proposal to Franziska Clevers at [fclevers@iom.int](mailto:fclevers@iom.int) (max 5 MB). Due to the high volume of applications, only shortlisted candidates will be contacted.

### ***Contact***

International Organization for Migration  
IOM Germany  
Franziska Clevers  
Email: [fclevers@iom.int](mailto:fclevers@iom.int)