CALL FOR APPLICATIONS
Open to External Candidates

Position Title: International Consultant
CFA number: CFA SA2020-02, PROPOSAL DEVELOPMENT FOR A REGIONAL SRHR-HIV PROGRAMME FOR SOUTHERN AFRICA
Duty Station: Home - Based
Type of Appointment: Consultancy
Estimated Start Date: As soon as possible
Closing Date: 09.04.2020

Established in 1951, IOM is the leading inter-governmental 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.

I. Context:

The IOM’s Regional HIV-Sexual Reproductive Health and Rights (SRHR) Knows No Borders Programme (SKNB) being implemented in six countries, aims at “improving quality of life and HIV-SRH outcomes among vulnerable youth, migrants and sex workers in Southern Africa”. The programme is currently preparing for a second phase of implementation (anticipated implementation period is 2021-2026). The proposed second phase intends to increase the effectiveness of development aid in responding to the SRHR and HIV challenges within the migration contexts and builds on existing efforts by IOM and its partners in previous years. The program will have an emphasis on an enabling policy environment, migrant and young people participation and empowerment, demand and access to SRH-HIV services, knowledge generation and learning and tackling the structural drivers of Sexual and Gender Based Violence (SGBV) and poor SRHR and HIV outcomes among the migrants, sex workers and young people within transport, migration corridors and cross-border settings in Southern Africa.

II. Purpose of the Consultancy:

In conjunction with IOM, partners and country-based stakeholders, the Consultant will take the lead in developing a compelling, evidence-based full proposal in accordance with request for Proposal guidelines for submission to the donor in June/July 2020. The Consultant will bring to the programme design process previous experience from developing and writing similar successful integrated, multi-sectoral proposals of a regional nature, involving several stakeholders. It is desirable that the consultant brings a good understanding of issues relating to global, regional and cross-border migration.
policy and programming, HIV and SRHR, education/vocational skills and livelihoods, and/or protection sectors. The proposal development process will require scoping, reviewing, analysing and integrating existing plans, project lessons and approaches, and areas of expertise among IOM and partners, as well as additional technical/research partners (to be determined). The Consultant will organise a series of consultations to facilitate IOM’s reviewing, analysing, and prioritising of activities for the regional programme.

III. Core Functions / Responsibilities:

Under the overall supervision of the Regional Director, IOM Southern Africa, direct supervision of IOM’s Regional Migration Health Manager and in close coordination with the IOM Country offices and partners, the successful candidate is responsible for developing a PROPOSAL FOR A REGIONAL SRHR-HIV PROGRAMME FOR SOUTHERN AFRICA. The consultant will perform the following tasks:

1. Review relevant secondary literature including, but not limited to, the project lessons and best practices, project mid-term review and final evaluation reports, policies and strategies on SRHR/HIV and migration, comprehensive sexuality education, livelihoods and social protection of migrants and vulnerable young people.

2. In coordination with IOM country project coordinators, solicit inputs from relevant government authorities, such as UN agencies, National/Provincial/District Authorities, Ministry of Health, Ministry of Social Welfare, Ministry of Education, Ministry of Home Affairs (especially police), academia, CSOs, private sector (companies that employ migrants) and other stakeholders to explore/develop potential collaborations on relevant activities.

3. Conduct problem analysis, objective analysis and a validation workshop (remotely or face-to-face) with IOM staff, partners and other relevant stakeholders to enlist further inputs to the proposal development process.

4. Based on the information and evidence gathered, and in accordance with donor and IOM guidelines, develop a programme design including the full proposal, theory of change (ToC) and Monitoring and evaluation (M&E) plan.

IV. Expected Deliverables:

The selected consultant will be expected to deliver on the specified scope of work below. Before commencing on the assignment, the consultant will deliver a concept note outlining the detailed approach and methodology for this consultancy. Specifically, the expected outputs of the assignment are the following:

- **Output 1**: A comprehensive theory of change (TOC) and M&E plan for the regional programme that is aligned with the donor’s regional SRHR programme’s ToC. This should be developed with involvement of IOM staff, partners and other stakeholders as shall be identified during the consultancy.
• **Output 2:** Preliminary and Final drafts of the full proposal (including the TOC, M&E Plan) that incorporates inputs from stakeholders and is aligned with donor requirements.

V. **Deliverables and Deadlines**

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<tr>
<th>Expected deliverables</th>
<th>Days</th>
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<tr>
<td>Initial discussion with IOM Regional technical team to clarify assignment and agree on plan of action.</td>
<td>2 days</td>
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<tr>
<td>Inception report (3-4 pages) outlining the technical and methodological approaches to the assignment.</td>
<td>2 days</td>
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<td>Desk review of project documents and literature including conducting remote consultations/interviews with country stakeholders for their inputs to the design of the project.</td>
<td>5 days</td>
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<td>Draft proposal (including the TOC and M&amp;E plan) for discussion and refining by IOM and partners during the validation workshop (remotely or face-to-face)</td>
<td>8 days</td>
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<td>Conduct a 3-day validation workshop to enlist further inputs from the project team and stakeholders for incorporation into the final draft proposal document.</td>
<td>3 days</td>
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<td>Final proposal (including the ToC, M&amp;E plan) that is ready for submission for funding.</td>
<td>5 days</td>
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VI. **Timeframe**

The assignment will take approximately 25 working days, starting in early April 2020 until submission of the proposal in May/June 2020. The timeline and exact number of working days is subject to change depending on the final Call for Proposals.

VII. **Required Qualifications and Experience**

**Education:**
- An advanced university degree (PhD, Masters or equivalent) from an accredited educational institution in public health, migration and Health studies, development studies or social sciences with minimum ten years of experience in leading the design, execution, and/or management of regional or multi-country HIV and SRHR multi-sectoral programmes especially for the young people, migrants and key populations, within migration/mobility contexts.

**Experience:**
- Strong programme design skills, including capacity to prepare logical, coherent, and consistent technical documents including log frames and M&E plans.
- Previous demonstrated experience in developing and writing grants for institutional donors, such as the Netherlands government and UK Aid.
• Ability to integrate different experiences, methodologies, and approaches from a diverse range of stakeholders, organizations and technical experts from multiple sectors, through adapting facilitation techniques.
• Prior experience in facilitating multi stakeholders’ workshops and dialogues.
• Flexibility to adapt to any subsequent changes in the terms of reference.
• Willingness and ability to travel to the field to conduct assessments and gather data.

Languages:

• Excellent English speaking/writing skills required.

VIII. Required Competencies

Values
- Inclusion and respect for diversity: encourages the inclusion of all team members and stakeholders while demonstrating the ability to work constructively with people with different backgrounds and orientations.
- Integrity and transparency: maintain impartiality and takes prompt action in cases of unprofessional or unethical behaviour.
- Professionalism: demonstrates professional competence and mastery of subject matter and willingness to improve knowledge and skills.

Core Competencies
- Teamwork: establishes strong relationships with colleagues and partners; relates well to people at all levels.
- Delivering results produces quality results and provides quality services to clients.
- Managing and sharing knowledge: shares knowledge and learning willingly, and proactively seeks to learn from the experiences of others.
- Accountability: operates in compliance with organizational regulations and rules.
- Communication: encourages others to share their views, using active listening to demonstrate openness and to build understanding of different perspectives.

Other

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances.

Posting period:

From 26.03.2020 to 09.04.2020

IX. Method of application:

If you are qualified for this position, please send a cover letter indicating the consultant’s daily professional fees (in USD); 4-pager technical proposal on your capacity and methodological approach to the assignment; up-to-date Resume/CV, copy of passport, a functional e-mail address, mobile numbers, copies of diploma and any other certificate with three professional referees and their contacts (both email and telephone) and Complete IOM Personal History Form (which can be downloaded from this website: https://southafrica.iom.int/vacancyto pretoriacvs@iom.int. When you send your application, please specify the reference number i.e. CFASA2020/02,
PROPOSAL DEVELOPMENT FOR A REGIONAL SRHR-HIV PROGRAMME FOR SOUTHERN AFRICA on the subject line of your email. It will be challenging to track your application without the reference code provided. All application files should not exceed 2MB.

Incomplete applications will be rejected. Only shortlisted candidates will be contacted.

ENQUIRIES IN RESPECT TO THE JOB DESCRIPTION AND APPLICATION MAY BE DIRECTED TO THE SAME EMAIL ADDRESS