



## CALL FOR APPLICATIONS - BW10.CFA2023-01

### Consultancy to Support IOM Botswana in the Implementation of the Migration Governance Indicators (MGI) in Botswana

Agency: International Organization for Migration (IOM)  
Duty Station: Botswana  
Position Title: National Consultant  
Duration: 6 Months  
Start date: 5 February 2023

#### 1. BACKGROUND INFORMATION:

This is an era of unprecedented mobility, and the need to facilitate orderly, safe, regular and responsible migration and mobility is becoming increasingly relevant. The necessity to face the challenges and to maximize the opportunities that this mobility brings has been recognized with the inclusion of migration in the 2030 Agenda for Sustainable Development, which highlights the positive contribution of migrants to inclusive growth and development in, among others, target 10.7 “orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well managed migration policies”.

To help countries understand what well-managed migration policies might look like in practice, IOM worked with The Economist Impact (EI) to develop the Migration Governance Indicators (MGI), a standard set of approximately 90 indicators, which helps countries identify good practices as well as areas with potential for further development and can offer insights on the policy levers that countries can use to develop their migration governance structures.

Since 2015, 92 countries have embarked on the MGI process, including Botswana. This year, IOM will assess migration policies based on the MGI framework and organize inter-ministerial dialogue to discuss and validate the data.

#### 2. OBJECTIVE:

The overall objective of this assignment is to support the implementation of the Migration Governance Indicators assessment in Botswana in coordination with, and under the process and methodology defined by IOM’s MGI team.

#### 3. DUTIES/RESPONSIBILITIES:



Under the overall and direct supervision of the National Programme Officer in Botswana, and in coordination with the MGI team, the consultant will conduct the following tasks:

**Act as IOM Mission Focal Point for Data Collection**

- a) Act as the focal point for IOM Botswana in the MGI process (for the duration of the consultancy);
- b) Act as the focal point at IOM Botswana for EI to conduct the MGI assessment;
- c) Assist the EI researcher by directing them to relevant information and putting them into contact with appropriate IOM and government officials who could be interviewed for data collection; performing in-person interviews with government officials may be required.

**Review draft assessment of migration policies**

Matrix:

- a) Review the data collected and compiled by the EI for 90+ indicators;
- b) Engage government actors in the review of the 90+ indicators if deemed appropriate;
- c) Provide corrections and additional relevant information for review by the MGI team;
- d) Indicate which topics in each of the six dimensions should be highlighted by the EI in the short report (of approximately 6-8 pages).

Report:

- e) Review the short report produced with the data collected;
- f) Engage government actors in the review of the report ;
- g) Provide corrections and additional relevant information for review by the MGI team.

**Inter-ministerial or multi-stakeholder consultation**

- a) Organize an inter-ministerial/multi-stakeholder consultation to present the draft MGI country profile, liaising with the MGI team as needed;
- b) In coordination with the MGI team, assist in preparing the presentation of results of the consultation;
- c) Compile input from the Government on the country profile;
- d) If appropriate, prepare recommendations on the way forward based on the MGI results to be discussed at the meeting.

**Final report**

- a) Integrate comments from the consultation into the country profile drafted by the EI and ensure it is validated by the government;
- b) Send the country profile to the MGI team, which will prepare a short summary country report to be presented in the Global Migration Data Portal along with the longer pdf version of the report.

**DELIVERABLES**

- Review of the Data collected and compiled by the EL consultant for 90+ Indicators.



- Provide corrections and additional relevant information for review by the MGI team
- Indicate which topics in each of the six dimensions should be highlighted by the EI in the short report (of approximately 6-8 pages).
- Compile inputs from the Government on the MGI country profile for Botswana.
- Produce a report with integrated comments from the Government into the drafted country profile and ensure it is validated.

#### **PAYMENTS**

- 20% upon submission and approval of the data collection for the 90+ indicators
- 30% upon submission of the short report with the six dimensions
- 20% upon submission of the compiled inputs from government on the MGI country profile
- 30% upon submission of a report with integrated comments from government into the draft country profile and once report has been validated, and submitted to MGI.

#### **4. QUALIFICATIONS AND EXPERIENCE:**

- University degree in Economics, International Relations, Business Administration, the Social Sciences, Law, Development Studies, International Affairs or any related discipline;
- Strong background in migration policy in Botswana, experience/knowledge in government structures in Botswana is an advantage;
- Computer literacy, especially Microsoft Word, PowerPoint and Excel;
- Strong organizational skills;
- Ability to timely understand the Organization's structure and portfolios;
- Ability to work effectively and harmoniously in a team of colleagues of varied cultural and professional backgrounds;
- Proven ability to produce quality work accurately and concisely according to set deadlines;
- Practical experience of how to multi-task, prioritize and work independently.

#### **5. 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 – behavioural indicators



- **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.

## HOW TO APPLY

Interested Individual consultants are expected to submit the following:

- Letter of motivation
- A proposal which summarises a proposed work plan, proposed methodology and relevant experience
- Updated curriculum vitae including three referees (preferably former direct supervisors) and email addresses.
- Financial proposal/quotation relating to this assignment in USD, specifying the daily professional fee as well as the total all-inclusive consultancy fee

Applications should be sent to [gaboronecvs@iom.int](mailto:gaboronecvs@iom.int) not later than hours (Botswana Time), **5 February 2023** with a subject line "**BW10.CFA2023-01**".