



Request for Expression of Interest

MU10.REI 2022-10

Position Title: **Consultant - Developing a policy brief on mainstreaming environmental dimensions into (re)integration support to reduce the impacts of climate change on migration in Mauritius.**

Duty Station: **Home-Based**

Type of Appointment: **Consultancy**

Estimated Start Date: **November 2022**

Closing Date: **06 November 2022**

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.

Context:

Environment and climate change affect a wide range of migrants and populations throughout the migration process by limiting their livelihood options and available natural resources due to environmental degradation, disasters as well as climate change. These consequences may thus be experienced by populations in countries of origin, including internal migrants, migrants in countries of destination, as well as return migrants in their country of origin. The situation is particularly compelling in the Southern African region where the livelihoods in many countries depend essentially on natural resources, and where resources are often affected by tropical storms, prolonged droughts, floods, or other disasters. These have direct effects on the local/community economy and can impede development and lead to unsafe, unordered, and irregular migration.

The International Organization for Migration (IOM) has concluded a research project in Lesotho and Mauritius with the aim to support governments of the two countries to mainstream environmental dimensions in integration, reintegration and relocation initiatives. The focus on these two countries is motivated by their different geographical characteristics (an island (coastal), on the one hand, and a landlocked (mountainous) country on the other) that may influence the impacts of environmental degradation and climate change on migration and migrants in these countries and, ultimately, the types of policies and support responses needed. Both Mauritius and Lesotho are important countries of origin and destination of migrants that experience challenges resulting from climate change.

IOM is currently implementing a research project entitled “*Mainstreaming Environmental Dimensions into (Re)integration Support to Reduce the Impacts of Climate Change on Migration in Mauritius*”, with the financial support of the IOM Development Fund. The research project’s

objective is to contribute to the sustainability of integration, reintegration and planned relocation programmes as adaptation strategies to climate change in Lesotho and Mauritius. The project proposes to conduct mixed methods research to analyse the linkages between climate change, integration, reintegration, and planned relocation in the contexts of Lesotho and Mauritius, producing a research report. The research report provides guidance to policies, programming, and tools increasing the sustainability and efficacy of these initiatives by integrating environmental and climate change-related considerations.

IOM is looking to consolidate the existing research and knowledge products from the project and explore ways to build on the achievements to date and to look for opportunities to improve and sustain this work. The Country Office seeks to examine how the research study and knowledge products generated by this project can best inform the government of Mauritius on the implementation of migration, environment, and climate change policies, programs, and projects, as well as adding programmatic value to the findings, recommendations, and knowledge generated.

Core Functions / Responsibilities:

Purpose and scope of the Assignment

The objective of the assignment is to develop a policy brief based on the findings from the abovementioned research project and present the draft to stakeholders.

The assignment will be undertaken under the overall supervision of the IOM Chief of Mission for Mauritius and Seychelles, and direct supervision of the IOM National Programme & Policy Officer, in close coordination with the IOM thematic experts, .

Tangible and measurable outputs of the work assignment

The following tangible and measurable outputs are expected in the framework of the assignment:

1. Prepare an inception report, outlining the methodology to be used, breakdown of work, the timelines, an overview of stakeholders to be engaged with during the assignment, as well as process, outputs, and reporting / coordination modalities. The methodology must guarantee inclusive participation of all the stakeholders involved. Coordination with the IOM Office in Mauritius shall be ensured throughout the process. The report will be reviewed and validated by IOM.
2. Review the research report and all relevant documents and conduct consultations with relevant stakeholders.
3. Submit the draft policy brief (not more than 5 pages)
4. Present the final draft policy brief to stakeholders and incorporate inputs and comments in the final document.
5. Submit the final policy brief. The document will be reviewed and validated by IOM.

Timeline

This assignment is expected to start tentatively in November 2022, but the actual timeline is subject to change based on the date on which the agreement is signed by IOM and the Consultant. The assignment shall be completed no later than 31 January 2023.

Deliverables of the work assignment and timeframe for deliverables

The Consultant will submit the following deliverables within specified timeframes. All submitted deliverables are subject to approval by IOM.

1. Inception report
2. First draft policy brief document
3. Final approved policy brief document

All documents are to be produced and delivered in English.

Schedule of payment

- 10% upon satisfactory completion of Deliverable 1;
- 30% upon satisfactory completion of Deliverables 2;
- 60% upon satisfactory completion of Deliverables 3.

Performance indicators for the evaluation of results

- Satisfactory level of quality of the abovementioned deliverables;
- Accuracy, depth and relevance of study and materials produced;
- Quality of the contacts established and inputs collected;
- Regular engagement and progress meetings with IOM;
- Timeliness of responses and attendance to meetings, and ability to meet deadlines.

Required Qualifications and Experience

IOM is seeking applications from national individual consultants. The successful consultant should have a minimum of the following qualifications and experience:

- **Education:** Advanced university degree in Social Sciences, Development Studies, Environmental Science or Migration studies from an accredited academic institution.
- **Experience:** A minimum of 5 years of relevant professional experience in policy making, migration, environment and climate change.
- Experience in facilitation and participation with governmental authorities at the national and international levels.
- Demonstrable knowledge and professional experience in the migration, environment and climate change nexus.
- Proven ability and experience in developing policy documents.
- Fluency in English is required.

Required 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.

Other

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

How to apply

Interested candidates are invited to submit their applications to IOM Human Resources Unit by email to iommauritius@iom.int with clear reference of the advert (MU10.REI2022-10) in the subject line by 06 October 2022.

The application package should include:

- A letter of confirmation of interest outlining the consultant's capacity to deliver on the assignment. In case of consortium of consultant, the detailed roles and responsibilities of each consultant.
- An IOM Personal History Form (P11) indicating all past experiences from similar assignments. The Personal History Form (P11) can be downloaded here: <https://ropretoria.iom.int/vacancies>
- A detailed technical proposal (4 pages maximum) indicating the approach to the assignment, in accordance with the scope of work, methodology, expected outputs and deliverables provided for herein.
- A 1-page financial proposal including:
 - the all-inclusive total price in Mauritian Rupees (MUR);
 - consultant's daily professional fees in MUR and number of days for the assignment;

Only shortlisted candidates will be contacted.

Posting period

From 26 October to 06 November 2022.