



## **Request for Expression of Interest MU10.REI 2024-02**

<b>Position Title:</b>	Capacity Building for Internal Migration Management in the Republic of Mauritius (Category B)
<b>Duty Station:</b>	Port Louis, Mauritius, with travels to Rodrigues
<b>Type of Appointment:</b>	Consultancy
<b>Duration:</b>	04 months
<b>Estimated Start Date:</b>	Mid July 2024
<b>Closing Date:</b>	27 June 2024

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 safe, orderly and humane migration for the benefit of all. It does so by providing services and advice to governments and migrants.

### ***Context:***

IOM is implementing a project which aims to contribute to strengthening migration management for sustainable development in Mauritius by reinforcing institutional capacities in migration management across sectors while ensuring the protection of migrants. The project focuses on internal migration between the island of Rodrigues and mainland Mauritius and vice-versa. The overall objective will be achieved through one outcome: the Government of Mauritius manages internal migration in an evidence-based and participatory manner while providing proper support and guidance to internal migrants (Outcome 1). The project will allow effective coordination of relevant institutions and organizations, create a knowledge base and ensure an appropriate institutional setup for effective gender-sensitive management of migration from Rodrigues Island.

One component of the project involves building the capacity of stakeholders within the Government of Mauritius to enable them effectively manage internal migration in a gender-sensitive manner (Output 1.3). Towards this end, it is important to identify capacity gaps with respect to migration management. This will inform the design of a capacity development programme at both the national and local levels. Particular attention will be given to the adoption of a gender sensitive approach into the design, implementation, and evaluation of the capacity building programme.

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

### Purpose and scope of the Assignment

To partly achieve the abovementioned objective of the “Strengthening migration management for sustainable development with a focus on internal migration” project, funded by the IOM Development Fund (IDF), the Office of IOM for Mauritius & Seychelles intends to hire a consultant to build the capacity of government officials in Mauritius. The assignment will allow an understanding of the training needs of key stakeholders within the Government of Mauritius and further enhance their skills and knowledge to effectively manage internal migration in a gender-sensitive manner. The consultancy involves an identification of capacity gaps in migration management as well as addressing these gaps through the design, implementation, and evaluation of capacity development programme in migration management.

The assignment will include:

1. Conduct an analysis of capacity gaps in migration management among government agencies at both national and local levels
2. Design and implement of a migration management capacity development programme.
3. Monitor and evaluate the training programme for government officials using appropriate tools

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

### Tangible and measurable outputs of the work assignment

1. Prepare an inception report (including the methodology as to how the consultant will approach the assignment, a mapping of stakeholders, a literature and document review, a workplan and timeline)
2. Use appropriate methods to gather data on the skills, knowledge and competencies of government officials in the area of migration management and identify capacity gaps
3. Analyze capacity gaps in migration management at both national and local levels
4. Design a tailored capacity development programme that will contribute to the adoption of a gender-sensitive approach to migration management and will strengthen local coordination mechanisms
5. Implement the capacity development programme, including training sessions, workshops, and knowledge sharing activities.
6. Monitor and evaluate the training programme (with the support of appropriate tools including pre-training and post- training assessments)
7. Develop sustainability measures for the capacity development programme (strategies for long-term impact and institutionalization of gender-responsive approaches).
8. Prepare a Training Report while detailing the feedback collected from participants and the lessons learned and making proper recommendations

### Deliverables

1. An inception report including methodology, stakeholder mapping, literature and document review and timelines.
2. A training needs analysis report
3. A concept note and a capacity development plan (with a monitoring and evaluation framework) on migration management, with particular focus on internal migration management

4. A training manual and related PowerPoint presentations
5. A training report which details feedback from participants and lessons learned and makes recommendations for future capacity development programmes

All documents are to be produced and delivered in English language.

### Timeline

This assignment will be implemented within 4 months period (July – November 2024), but the actual timeline is subject to change based on the date the agreement is signed between IOM and the Consultant. The assignment shall last no longer than 5 months.

### Performance indicators for the evaluation of results

- Regular engagement and progress meetings with IOM.
- Satisfactory level of quality of the abovementioned deliverables.
- Accuracy, depth and relevance of study and materials produced.
- Timeliness of responses, attendance to meetings and keeping appointments as scheduled,
- Ability to meet deadlines.

### ***Required Qualifications and Experience***

IOM is seeking applications from individual consultants and/or consortiums of individual consultants. The successful (lead) consultant should have a minimum of the following qualifications and experience:

#### **Education**

- Advanced university degree in international relations, political science, international economics, demography, statistics, development studies, social or behavioral science, migration studies, gender and women studies or other relevant social sciences.

#### **Experience & Skills**

- Minimum of 5 years of relevant professional experience in academia, research institutes, think tanks, governmental, inter-governmental, or non-governmental organizations working on migration or related fields.
- Experience in training needs analysis as well as design and delivery of capacity development programmes.
- Working experience with senior officials within government, inter-governmental, and nongovernmental organizations.
- Proficiency in Microsoft Office, social media and online survey tools.
- Excellent communication and report writing skills.
- Ability to produce quality work accurately and concisely according to deadlines.
- Ability to work effectively and harmoniously in a team of colleagues of varied cultural and professional backgrounds.

## Languages

Fluency in English and French languages is required.

## 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: maintains 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.
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### 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.

### How to apply:

Interested candidates are invited to submit their applications to the Human Resources Unit by email ([iommauriti@iom.int](mailto:iommauriti@iom.int)) with clear reference to the advert (**MU10.REI 2024-02**) in the subject line. The application package should include:

- a detailed CV and P11 Form of the Consultant who will lead the assignment, including contact details of three (3) references (Personal History (P11) form can be downloaded at the following link: <https://ropretoria.iom.int/vacancies>).
- a Technical Proposal on your capacity and approach to the assignment, including conceptual framework, detailed methodology, workplan and timeframe.
- A Financial Proposal indicating the consultant's daily professional fees in USD, a breakdown of all costs and the total consultancy fees.

Only shortlisted candidates will be contacted.

### Posting period:

From 13.06.2022 to 27.06.2024