



International Organization for Migration (IOM)
The UN Migration Agency

Position Title: **Local Consultant –for the revision of National Strategy of Diaspora 2018-2024 and its Action Plan (AP)**
Duty Station: **Albania**
Classification: **Consultant**
Type of Appointment: **Consultancy Contract, 20 working days**
Estimated Start date: **As soon as possible**
Reference Code: **CON 2018/26**
Closing Date: **22.11.2018**

Established in 1951, the International Organization for Migration (IOM), the UN Migration Agency, 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:

Nowadays policy-makers in Albania, donor agencies, development specialists and the wider informed public have realized that the Albanian Diaspora are becoming increasingly important for the development of Albania. Albania's economy has benefitted significantly from remittance inflows, yet, there is a need to support new ways of promoting diaspora engagement to retain and enhance their connection to Albania and contribute to the country's economic and social growth.

The three-year program "Engage the Albanian Diaspora to the Social and Economic Development of Albania", funded by the Italian Agency for Development Cooperation, identified and agreed with the governmental counterparts, will provide support to the Government of Albania (GoA) to enhance the engagement of the Albanian diaspora in the development of the country, with a specific focus on engagement of the diaspora communities in Italy, through targeted actions following the areas of strategic relevance identified by the GoA. The program will be implemented by IOM in cooperation with the State Minister for Diaspora (SMD), the Ministry for Europe and Foreign Affairs (MEFA), the Ministry of Finances and Economy (MFE) and other line ministries as relevant, and in close coordination with the Italian Embassy in Tirana and the Italian Agency for Development Cooperation.

The proposed program activities and outputs are organized around the following three main outcomes:

Outcome 1 – GoA implements a comprehensive approach toward diaspora engagement for development in line with the overall policy framework.

The core activities, under this Outcome, are intended to support the Government of Albania in engaging with the diaspora, through improving institutional capacities and leadership, fostering dialogue and trust building between diaspora and public institutions and facilitating channeling of the diaspora capital to Albania.

Outcome 2 - GoA facilitates the engagement of diaspora into institutional strengthening and territorial development through skills and know-how transfer.

The most important activities under this outcome are: (i) mapping and profiling of diaspora in Italy as well as in France and Belgium; (ii) the design and the implementation of a Fellowship scheme that mobilizes highly skilled diaspora professionals, especially in Italy, for the development of Albania.

Outcome 3 - GoA facilitates the engagement of diaspora into local development through investment.

The cornerstone output under Outcome 3 is the design and implementation of the ConnectAlbania investment boosting platform.

ConnectAlbania, takes stock of existing and internationally recognized connect platforms and funds among which Connect Ireland is one of the most successful. The “Connect” idea is based on the central role of development agents, in our case diaspora and communities in Italy, in putting in contact, accompanying and following-up a foreign direct investment from Italy to Albania. Development agents are most likely Albanian entrepreneurs in Italy and/or Albanian employees in expanding Italian enterprises. The Connect mechanism rewards the development agents with a bonus in case the investment has effectively taken place (the company is registered in Albania), in a medium timeframe (the company is active after 1 year from registration in Albania) and has generated employment (number of employees registered in the first year).

Overall Objective of Assignment:

The consultancy contributes to the successful realisation of the program “Engage the Albanian Diaspora to the Social and Economic Development of Albania” implemented by IOM Albania, through the financial support of the Italian Agency for Development Cooperation (AICS). The overall objective of the program is to support the Albanian Government in its efforts to enhance the engagement of Albanian diaspora to the development of the country, in line with the National Strategy for Development and Integration, also contributing to the achievement of the Sustainable Development Goals as relevant.

Core Functions / Responsibilities:

Under the overall supervision of the Head of Office and direct supervision of the Program Manager, the successful candidate will be contributing to the successful implementation of the program “Engage the Albanian Diaspora to the Social and Economic Development of Albania” implemented by IOM Albania, through the financial support of the Italian Agency for Development Cooperation (AICS), with the political commitment of the Italian Ministry of Foreign Affairs and International Cooperation (MAECI) and in cooperation with the State Minister for Diaspora (SMD), Ministry for Europe and Foreign Affairs (MEFA), Ministry of Finance and Economy (MFE) and AICS.

The Consultancy envisions expert support to the Group of Coordinators for the Implementation of the Strategic Plans and Measures for the Diaspora, an Inter-Institutional Working Group (IIWG) established by the Government of Albania, that is in charge of the revision of the National Strategy of Diaspora 2018 - 2024 and coordinates the work for the implementation of the Action Plan measures.

The Local Consultant will be responsible for assisting the International Consultant in supporting the Inter-Institutional Working Group for the revision of National Strategy of Diaspora 2018-2024 and its Action Plan (AP). He/she will work in a team with 2 other experts/consultants (one international consultant on policy drafting/revision and one local consultant on budget drafting/revision). He/she will be responsible for:

1. Supporting the International consultant in conducting a desk review of the existing National Strategy of Diaspora, institutional framework, coordination mechanisms and diaspora related initiatives in the host countries as well as existing gaps and recommendations;
2. Supporting the International Consultant in providing methodological guidance to the State Minister for Diaspora and IIWG for revising the National Strategy for Diaspora and developing its AP;
3. Supporting the international consultant, in coordination with IOM Tirana and SMD, in identifying stakeholders, members of Albanian Diaspora and/or Albanian Diaspora Associations, and conduct meetings/interviews as needed, including meetings with the IIWG;
4. Delivering a scoping index of potential supports/sources to narrow financial gap of the Strategy;
5. Supporting the International Consultant in preparing a first draft of the revised National Strategy of Diaspora and its AP based on the stakeholders' inputs collected;
6. Assisting the international consultant, in coordination with IOM Tirana, in developing an outline for a round table with national stakeholders, relevant for collecting inputs, suggestions and recommendations on the first draft of the revised National Strategy of Diaspora and its AP. The Local Consultant will participate at the round table;
7. Supporting the International Consultant in preparing a revised draft of the National Strategy of Diaspora and its AP reflecting the comments, suggestions and recommendations presented by the stakeholders in the round table, including relevant indicators, timeline and costing;
8. Assisting IOM Tirana in organizing a validation workshop with national stakeholders and development partners as relevant. The Local Consultant will participate in the workshop;
9. Supporting the International Consultant in reflecting the collected information, inputs, feedback and suggestions from the round tables and/or interviews with stakeholders in the draft revised National Strategy of Diaspora and its AP;
10. Supporting the International Consultant in submitting a final document of the revised National Strategy of Diaspora and its AP to IOM that should include guidelines for visibility actions in order to have a wide distribution of the Strategy and AP and a wide acknowledge of them by the interested stakeholders and the public, as well as, recommendations on the institutional set up to ensure the proper implementation of the Strategy and the AP;
11. Support the International Consultant in preparing the presentation of the final document of the National Strategy of Diaspora and its AP in the plenary session during the second National Summit for Diaspora.

Deliverables / Reporting

The consultancy will take place in the period **3 December 2018 – 3 March 2019 for 20 working days**.

- A methodology for developing policy measures and actions, including the questionnaire for stakeholders, to be submitted to IOM by 7 December 2018;

- The document reflecting the IOM inputs to be submitted to IOM by 15 December 2018;
- First draft of the revised National Strategy of Diaspora and its AP based on the desk review and interviews by 21 December 2018;
- Presentation of the first draft of the revised National Strategy of Diaspora and its AP including IOM inputs at the first round table by 11 January 2019;
- Second draft of the revised National Strategy for Diaspora and related Action Plan incorporating findings of the first round table and IOM inputs by 31 January 2019;
- Presentation of the second draft of the revised strategy and action plan at the validation workshop by 10 February 2019;
- Third draft of the revised strategy and action plan incorporating comments, if any, gathered at the validation workshop by 15 February 2019;
- Final version of the revised Strategy and Action Plan incorporating IOM comments by 20 February 2019;
- First draft of Power Point presentation of the revised Strategy and AP by 24 February 2019;
- Final version of Power Point presentation incorporating IOM comments by 28 February 2019.

All reports will be submitted in English language and will be assessed and approved by IOM.

Required Qualifications and Experience

Education

Completed Master's degree from an accredited academic institution preferably in Law, Political or Social Sciences, International Affairs, Finance and Economy or related fields, with at least 5 years of relevant professional experience. PhD preferable.

Experience

- Demonstrated ability to maintain accuracy & confidentiality in performing responsibilities;
- Good communication skills in both written and oral forms;
- Excellent organizational, communication and analytical skills;
- Proven experience in designing and carrying out research studies, surveys, reports and policy papers, as well as data collection on diaspora communities and other stakeholders;
- Strong interpersonal & intercultural skills with an attention to detail;
- Works effectively with all stakeholders;
- Takes initiative and drives high levels of performance management;
- Contributes to collegial team environment;
- Works with internal and external stakeholders to meet resource needs of IOM;
- Ability to work with minimal supervision;
- Proven experience of securing funding from action plan drafting is considered an advantage.

Languages

Very good knowledge of English.

Required Competencies

Behavioural

- Accountability – takes responsibility for action and manages constructive criticisms;
- Client Orientation – works effectively well with clients and stakeholders;
- Continuous Learning – promotes continuous learning for self and others;
- Communication – listens and communicates clearly, adapting delivery to the audience;
- Creativity and Initiative – actively seeks new ways of improving programmes or services;
- Leadership and Negotiation – develops effective partnerships with internal and external stakeholders;
- Performance Management – identify ways and implement actions to improve performance of self and others;
- Planning and Organizing - plans work, anticipates risks, and sets goals within area of responsibility;
- Professionalism - displays mastery of subject matter;
- Teamwork – contributes to a collegial team environment; incorporates gender related needs, perspectives, concerns and promotes equal gender participation;
- Technological Awareness - displays awareness of relevant technological solutions;
- Resource Mobilization - works with internal and external stakeholders to meet resource needs of IOM.

Other:

Appointment will be subject to certification that the candidate is medically fit for appointment.

A prerequisite of being shortlisted is the residence in Albania.

How to apply:

Interested candidates should submit CV and a cover letter indicating the **Reference Code** to: HumanResourcesTirana@iom.int.

Only shortlisted candidates will be contacted.