



International Organization for Migration (IOM)
The UN Migration Agency

Position Title: **Local Consultant – for drafting/revising the budget of the Action Plan of the National Strategy of Diaspora 2018-2024**

Duty Station: **Albania**

Classification: **Consultant**

Type of Appointment: **Consultancy Contract, 15 working days**

Estimated Start date: **As soon as possible**

Reference Code: **CON 2018/27**

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 work in a team with 2 other experts/consultants (one international consultant and one local consultant on policy drafting/revision) and he/she will be responsible for drafting/revising the budget of the Action Plan of the National Strategy of Diaspora 2018-2024. More specifically, he/she will be responsible for:

1. Preparing the budget for the Action Plan of the National Strategy of Diaspora, in the format required and compatible to the existing systems used by the Government of Albania;
2. Identifying and including in the document of the Action Plan of the National Strategy of Diaspora the available financial resources and highlighting the funding gap;
3. Conducting interviews with selected stakeholders, if necessary, for the costing of the Action Plan of the National Strategy of Diaspora, as agreed with IOM Tirana;
4. Participating in the roundtables organized during the revision of the National Strategy of Diaspora and its Action Plan and provide expert support as needed;
5. Presenting the draft Action Plan of the National Strategy of Diaspora with its costing to IOM;
6. Reflecting eventual comments and suggestions from the stakeholders and present its final version for validation;
7. Delivering to IOM Tirana the final consolidated costed Action Plan for final endorsement by the Government of Albania;

Deliverables / Reporting

Tangible and measureable outputs of the work assignment

- Draft Action Plan of the National Strategy of Diaspora with its costing,
- Final consolidated costed Action Plan of the National Strategy of Diaspora for final endorsement by the Government of Albania.

The consultancy will take place in the period **3 December – 3 March 2019 for 15 working days.**

- Presenting the Action Plan of the National Strategy of Diaspora with its costing, to IOM by 20 January 2019;
- Reflecting eventual comments and suggestions from the stakeholders at the validation workshop and present its final version for validation by 10 February 2019;
- Delivering to IOM Tirana the final consolidated costed Action Plan for final endorsement by the Government of Albania by 20 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 degree from an accredited academic institution preferably in 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;
- Excellent communication skills in both written and oral forms, in Albanian and English;
- Excellent organizational and analytical skills;
- Proven experience in action plan drafting;
- Proven experience with government budget planning, drafting and revisions;
- Strong interpersonal & intercultural skills with an attention to detail;
- Takes initiative and drives high levels of performance management;
- Contributes to collegial team environment;
- Works effectively 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.