Mid and Senior Level Consultants, Home based /Field Position

OPEN TO EXTERNAL CANDIDATES

POSITION TITLE: MID AND SENIOR LEVEL CONSULTANTS

DOMAINS: Labour Migration, Migrant training and integration, Migration and development

DUTY STATION: Home based /Field Position

TYPE OF CONTRACT: Short/Long term consultancies

CLOSING DATE: 21 June 2013

ESTIMATED START DATE: Open

Within the IOM Department of Migration Management (DMM), the Labour Migration and Human Development Division (LHD) is responsible for overseeing programming in the following areas: labour migration, migration and development, and migrant training and integration. The LHDdivision invites potential experts to submit their CVs for inclusion in an Expert Roster which will be used by IOM's field and regional offices globally when consultants are needed to conduct specific activities.The consultants will provide technical expertise to IOM programmes globally in any of the areas mentioned below. Areas of expertise Labour Migration, Migrant Training and Integration, Migration and Development Specific areas : law and social sciences with a specialization in comparative labour law and/or industrial and employment relations; labour economics;migration, globalization and social transformation;ethnographies of trans nationalism and diasporas; labour migration policy and the rights of migrant workers; migration and development; mobility; governance and the state; international migration in the social sciences; statistics; business analysis; research; gender studies; occupational safety and health; engineering; human resources development;public administration; micro-, macroeconomics; public economics; international economics; international relations;public or business administration; cross-cultural training; adult education; education; econometrics; communications; The consultant will provide technical expertise to IOM programmes any at all of the three LHD thematic areas. OVERVIEW OF THE FUNCTIONS We are looking for consultants with expertise in the following areas: Labour migration:

* Engaging in capacity building efforts and training stakeholders in the development and implementation of labour market information systems

Devising and reviewing regulatory mechanisms governing the recruitment of workers Engaging with businesses to assist them in resolving unfair practices within their labour supply chains, and the provision of recruitment facilitation services Assisting stakeholders in developing new policy solutions to enhance the management of labour migration Reviewing and drafting policies and legislation

Migrant training and integration:

* Developing measures that support and facilitate the participation of migrants in public life,
* Fostering migrants' engagement in civil society, and building the capacity of government actors to effectively involve migrants
* Providing significant input into the design and implementation of integration programmes that include pre-departure and post-arrival orientation
* Training of integration stakeholders through the provision of technical support and training on integration practices
* Developing information campaigns and programmes designed to combat xenophobia and promote social inclusion.
* Drafting and developing capacity building tools and resources e.g. designing training curricula, including e-learning tools tailored for a variety of migrant populations Migration and development:
* Design and implement strategies that are designed to enhance the developmental impact that migrants and diaspora have in their home and origin countries, as well as promote the positive relationship between migration and development.
* Conduct diaspora mapping and surveys, skills transfer programmes that facilitate short or long term and virtual return,
* Develop and conduct financial literacy.
* Support national and local frameworks through policy formulation, training and capacity building. Research:
* Conducting qualitative and/or quantitative research for different purposes comprising:
* The development of appropriate data collection and data analysis methodologies, and datasets
* Reporting research findings (through standard institutional reports, policy briefings, articles, etc.), making policy recommendations and identifying project-development opportunities

Monitoring and evaluation, which may include:

* Labour migration, monitoring and evaluation strategies, including designing frameworks, methodologies, plans and tools, and the design of specific indicators
* Conducting monitoring assessments and evaluations of specific programmes
* Supporting the roll-out of monitoring and evaluation plans

Required Qualifications

Education

* Advanced university degree or equivalent experience in relevant fields

Work Experience

* At least 5 years of relevant professional and operational experience

Skills/ Competencies

Commitment to the Organization's mandate, vision, strategic direction and priorities Institutional leadership capacity, high sense of objectivity, professional integrity, diplomacy, tact and political astuteness Organizational skills, including establishing plans and priorities and implementing them effectively, as well as devising implementation plans Ability to interact with a wide range of high-level partners and demonstrated partnership development Ability to communicate effectively and persuasively, both orally and in writing Excellent computer skills Presentation, dissemination and/or publishing information on assignment-related activities and results Exceptional presentation and report writing skills

Languages

* Excellent knowledge of English (both oral and writing skills) and fluency in of one of the other two official languages (French, Spanish) will be an advantage.

Behavioural

* Takes responsibility and manages constructive criticism; works effectively with all clients and stakeholders; takes initiative and drives high levels of performance management; plans work, anticipates risks, and sets goals within area of responsibility; displays mastery of subject matter; contributes to a collegial team environment Technical
* Effectively applies technical knowledge of any of the three thematic areas of the Labour Migration and Human Development Division
* Correctly frames migration issues within their regional, global, and political context To Apply:

Interested applicants are invited to submit their CV and a cover letter to the following email address: pmedina@iom.int

See details: <http://www.iom.int/files/live/sites/iom/files/About-IOM/recruitment/LHD-Mid-and-Senior-Level-Consultants.pdf>

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Areas of expertise

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