



IOM International Organization for Migration

CALL FOR CVS

Position	: Consultant (MM/Needs Assessment-ILMD & NCFRMI)
Organizational Unit	: Migration Management
Duty Station	: Abuja
IOM Classification	: Consultant
Type of Appointment	: Consultant, 20 effective working days
CFCV No.	: CFCV2017_85
Estimated Start Date	: As soon as possible
Closing Date	: 26th October 2017

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:

Working under the overall supervision of the Programme Manager (MM/AVRR) Lagos, under the direct supervision of the National Programme Officer (MM) and in close coordination with relevant units, the successful candidate will be expected to carry out a baseline survey, gap/needs analysis and capacity analysis of the International Labour Migration Desk (ILMD) and National Commission for Refugees, Migrants and Internally Displaced Persons (NCFRMI) to identify the existing gaps within the two agencies and recommend targeted capacity building activities to bridge the identified gaps.

Core Functions / Responsibilities:

- Conduct an analysis of the factors impacting operational efficiency of the ILMD and NCFRMI and the available opportunities for improved efficiency in service delivery.
- Conduct an analysis of stakeholders within the ILMD and NCFRMI as well as the available services being provided.
- Assess and analyze capacity gaps within ILMD and NCFRMI and recommend key areas of intervention for capacity-building initiatives.
- Establish baseline measures and appropriate targets relevant to the needs identified for capacity building activities.
- Perform such other duties as may be assigned.

Methodology

The assessment will be undertaken according to the following methodology:

Design

- The consultant is expected to submit a proposed methodology alongside a proposal.
- The consultant must ensure that the assessment methodology include tools that will be used to capture data for the assessment.
- The design must reflect how the collection of information will take place as well as ensure that the assessment has the necessary scientific validity and rigor.

Approach

- The methodology for the assessment must be participatory and involve stakeholders within ILMD and NCFRMI.
- The assessment must apply specific gender analysis and ensure that gender specific needs are taken into account.

Feedback loop

- The design must produce operational recommendations that will enable appropriate capacity building activities to be tailored for ILMD and NCFRMI.

Required Qualifications and Experience

- Post Graduate or University Degree, preferably in Social Sciences, with a specialization in (Migration, Geography, International Population Studies,) or equivalent training.
- 5 years of relevant research/assessments experience preferably on labour migration, and migration related issues. Experience of working in Africa will be an advantage.
- A good track record of work with the Government of Nigeria and international organizations is preferred.
- Excellent drafting and reporting ability and previous publications on migration and labour migration will be an advantage.
- Fluent spoken and written English. Ability to speak and write in one or more Nigerian languages will be an advantage.
- Capacity to research through various search engines on the internet.
- Excellent communication skills, both written and verbal.
- Good interviewing and listening skills.
- Good understanding of the assessment issues as well as relevant policy/programmes.
- Familiarity with local context surrounding the assessment.
- Familiarity with academic literature on the assessment issues and ability to draw from the expertise of those who do.
- Ability to understand the goals and modalities of the assessment

Language

Fluency in English.

Required Competencies

Behavioural

- Good interpersonal and communication skills
- Knowledge of statistical methods and migration data sources at the regional and international level required
- Confident use of statistical analysis software and social research methods
- Personal commitment, efficiency and drive for results
- Ability to draft text clearly and concisely
- Ability to effectively handle multiple tasks under time constraint
- Proven track record of delivering on time and within the budget
- Ability to work in English and French Languages

Other

Contract will be subject to certification that the candidate is medically fit for appointment and verification of residency, visa and authorizations by the concerned Government, where applicable.

Women with the above qualifications are encouraged to apply

How to apply:

Interested candidates are invited to submit their applications via email to HRNIGERIA@iom.int indicating position as subject line **by Thursday 26th October, 2017**

In order for the applications to be considered valid, IOM only accepts applications with a cover letter not more than one page specifying the motivation for application, addressed to **Human Resources, International Organization for Migration (IOM)** and with a subject line **CFCV2017_85 Abuja. Consultant (MM/Needs Assessment-ILMD & NCFRMI)**

All applications should include a functional email address, mobile numbers and detailed curriculum vitae (CV).

Posting period:

From 13.10.2017 to 26.10.2017