



IOM International Organization for Migration

## CALL FOR CVS

Position	: <b>Consultant (MM/-MAPPING OF ACTIVE VICTIM SERVICE PROVIDERS)</b>
Organizational Unit	: <b>MM</b>
Duty Station	: <b>Lagos</b>
IOM Classification	: <b>Consultant</b>
Type of Appointment	: <b>Consultant, 2.5 months</b>
CFCV No.	: <b>CFCV2019/92</b>
Estimated Start Date	: <b>As soon as possible</b>
Closing Date	: <b>Friday 6<sup>th</sup> September, 2019</b>

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:**

Building on existing Migrant Protection and Assistance interventions, such as the EU-IOM Joint Initiative for Migrant Protection and Reintegration and UK Government funded projects, IOM in collaboration with the Government of Nigeria, seeks to contribute to the improved sustainable rehabilitation and reintegration of Victims of Trafficking (VoTs), and other vulnerable groups, in Nigeria. The overall aim is to improve the National Referral Mechanism for Protection and Assistance of Trafficked Persons (NRM), launched to facilitate multi-sectoral assistance and reintegration support for VoTs.

Working under the overall supervision of the Migrant Protection and Assistance Officer, Lagos, and the direct supervision of the National Project Officer, Lagos, the incumbent will conduct a comprehensive mapping to identify active victim-service providers and produce an updated victim-service providers flowchart for the National Referral Mechanism (NRM) for Protection and Assistance to Trafficked Persons. Specific area of coverage includes high risk states of irregular migration (**Lagos, Edo, Delta, Ogun and FCT Abuja**).

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

1. Prepare a mapping strategy and inception report detailing the workplan, and methodology of the mapping exercise.
2. Develop tools for data collection, including questionnaire, surveys for Key Informant Interviews and Focus Group Discussions.
3. Conduct a situation analysis for Nigeria through existing literature, structure of government and resources, policy documents, national plan of action, national legislation, law enforcement structures and resources, ratified international human rights treaties and instruments, and data on recourses allocated to social services, especially in the field of health and education.
4. Map government and nongovernmental actors and organizations involved in victim protection and assistance in high risk states of irregular migration in Nigeria (existing or possible actors to be included in the NRM), including their relationship with each other, understanding of victim protection mechanisms, and their role in the NRM.
5. Assess their capacities to care for victims, with or without family supervision, including types of capacity building to facilitate the rehabilitation and reintegration of victims, in line with the IASC guidelines on vulnerable migrants and IOM's Handbook on Direct Assistance for Victims of Trafficking.
6. Develop a Directory of Services and a Geographic Information System (GIS) map, highlighting locations of actors identified through the mapping exercise.
7. Produce an updated flowchart on active victim-service providers to be included in the National Referral Mechanism for Protection and Assistance to Trafficked Persons.
8. Produce a draft and final mapping report, including infographics with comprehensive and disaggregated findings, and concrete recommendations for capacity building.
9. Perform other duties as may be assigned.

### **METHODOLOGY:**

The following methodological approach is proposed at a minimum, and is to be further refined by the respective consultant in the methodology section:

- a. General situation analysis and needs assessment;

- b. An analysis of structures and potential participation in the NRM. The participation analysis should cover all actors with a direct or indirect influence on the NRM structure.

### **Tangible and Measurable Output of the work assignment**

- a) Mapping strategy and inception report, including detailed methodology and work plan;
- b) Mid-term report capturing situational analysis, and development KII and FGD tools;
- c) Draft final report, which includes a mapping of actors in various regions in Nigeria, along with recommendations of possible partnerships, and capacity building needs;
- d) Draft and final updated flowchart for the NRM.
- e) Final report, incorporating feedback from IOM project team;
- f) Perform other duties as may be assigned.

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

- A post-graduate degree in Sociology, Political Science, International Law, Psychology, Medicine, Public Health or related field from accredited academic institution.
- Minimum Six years' of professional experience in conducting similar mappings and assessments, as well as writing reports on service provision for victims of trafficking, or other vulnerable groups.
- Proficiency in data collection, analysis and interpretation using qualitative and quantitative methods, and statistical packages such as Stata, SPSS and GIS.
- Demonstrated experience in organizing workshops, trainings, Focus Group Discussions, conducting interviews at national level and producing recommendations.
- Experience in liaising with governmental authorities, nongovernmental organizations, United Nations, or other international/national institutions and bodies.
- Previous working experience in the West African region or Nigeria is desirable.
- Proven ability to write concise reports in English;
- Excellent Microsoft Word skills and ability to take notes/drafts and produce high-quality written reports.
- Motivated, committed, responsible, and able to work independently with limited direct supervision

### **Languages**

Fluency in **English**; knowledge of multiple languages advantageous;

### ***Required Competencies***

#### **Values**

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

#### **Core Competencies** – behavioural indicators

- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- Delivering results: produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge: continuously seeks to learn, share knowledge and innovate.
- Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

### ***Others***

Appointment 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 are encouraged to apply

***How to apply:***

Interested candidates are invited to submit applications via email to **HRNIGERIA@iom.int** indicating position applied on subject line **by Friday 6<sup>th</sup> September 2019.**

Shortlisted candidates will be required to submit a **Technical proposal (max 4 pages) and Financial proposal (listing all costs associated with this assignment & documentation of recent daily consultancy rates received for previous work done)**

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 **CFCV2019/09 Lagos. Consultant (MM/Mapping of Active Victim Service Providers)**

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

***Posting period:***

From 29.08.2019 to 06.09.2019