



IOM International Organization for Migration

CALL FOR CVS

Position	: Consultant – Disability Inclusion
Organizational Unit	: CCCM
Duty Station	: Maiduguri
IOM Classification	: Consultant
Type of Appointment	: Consultant, 6 months
CFCV No.	: CFCV2021/97
Estimated Start Date	: As soon as possible
Closing Date	: Tuesday, 04 January 2022

Established in 1951, IOM is the leading UN Migration agency 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.

IOM is committed to a diverse and inclusive work environment. Read more about diversity and inclusion at IOM at www.iom.int/diversity. Applications are welcome from first- and second-tier candidates, particularly qualified female candidates. For all IOM vacancies, applications from qualified and eligible first-tier candidates are considered before those of qualified and eligible second-tier candidates in the selection process.

Objective: The objective of this consultancy is to conduct a detailed assessment across various Local Government Areas of Borno State in Northeast Nigeria in camps and camp like settings in order to understand the perspective and needs of persons with disabilities. The aim is to improve the well-being of persons with disabilities, increase their participation and acceptance within their community, and provide a safe physical environment

Target: Improving the Right to Life with Dignity for People with Disabilities in Camps

Core Functions / Responsibilities:

Working under the overall supervision of the Chief of Mission and Head of Sub- Office/Emergency Coordinator; and the direct supervision of CCCM Project Manager based in Borno State, the Consultant will provide technical support for the planning, coordination and implementation of the disability inclusion project. In particular, the consultant will:

1. Provide technical assistance to the Disability Inclusion Project in Borno state, Nigeria.
2. Lead on development of methodology, implementation and reporting of all data collection exercises related to the assessment's persons with disabilities.
3. Lead on all capacity building of IOM field staff and partner organization staff on data collection and analysis on disability inclusion.
4. Coordinate with partners and represent IOM in external meetings related to the project as well as in other coordination fora, raising IOM Nigeria's profile as a disability inclusive mission.

5. Develop and maintain good relationships with Organizations of Persons with Disabilities in Nigeria, ensuring a participatory approach to the project.
6. Ensure that confidentiality and the right to privacy is maintained regarding confidential information.
7. Prepare clear and concise reports on relevant activities, in accordance with structured reporting requirements and informal reporting needs.
8. Consolidate and analyze information on programme indicators to facilitate the preparation of assessments, project narrative and final reports, and other informal materials.
9. Participate in evaluations by analyzing and reporting on collected data.
10. Contribute to the development and publication of public information products.
11. Perform any other duties as may be assigned

Tangible and Measurable Output of the work assignment

No	Deliverable	Due
1	Mapping of OPDs, conduct consultation meetings with OPDs, specialized partners & informal groups of persons with disabilities	1-2 months from start of consultancy
2	Support the training of IOM staff on Disability Inclusion, with selected OPDs and partners- 3 sessions	1-3 months from start of the consultancy
3	Conduct 4 assessments/surveys of people with disabilities in camps/resettlement areas	1-3 months from start of consultancy
4	With the support of OPDs identify 150 PWDs to be provided with assistive devices as well as referrals.	2-4 months from start of consultancy
5	Submitting monthly reports Disability inclusion planning and integration in the project implementation activities in the field.	Monthly
6	Prepare a final comprehensive report that analyses the data collected and develop a wider range of strategies and activities that will provide guidance on disability inclusion, provide recommendations and outline lessons learnt	End of the consultancy

Performance indicators

- Assessment reports and tools finalized
- Capacity building of the CCCM team & Enumerators on Disability inclusion.
- Number of Community engagement sessions conducted for mapping PWDs
- Number of field monitoring visits conducted.
- Referrals of PWDs to relevant specialized service providers.

Required Qualifications and Experience

Education:

Master's degree in International Relations, Disability Studies, Social Sciences and Development, Political Science, or a related field from an accredited academic institution with five years of relevant professional experience; or University degree in the above fields with four years of relevant professional experience.

Experience:

1. Demonstrated experience in data collection is required; most preferably related to disability, emergency and post crisis contexts.
2. Experience working for IOM would be an advantage.
3. Ability to foster commitment and build capacity among activity staff and in-country
4. Actors on integration and empowerment, including training and workshop facilitation
5. Working alongside persons with disabilities in Nigeria is an advantage

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.

Female candidates are encouraged to apply

How to apply:

Interested candidates are invited to fill out the form on the link <https://forms.office.com/r/mhzG2135T4> and then submit applications via email to **HRNIGERIA@iom.int** indicating position applied on subject line **by Tuesday 04 January 2022.**

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 **CFCV2021/97 Maiduguri. Consultant (Disability Inclusion for IOM Nigeria CCCM Programme)**

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

Posting period:

From 22.12.2021 to 04.01.2022