



IOM International Organization for Migration

## CALL FOR CVS

Position	: <b>Consultant – Capacity Building of NCFRMI and FMHDSD</b>
Organizational Unit	: <b>Migration Management</b>
Duty Station	: <b>Homebased with travels</b>
IOM Classification	: <b>Consultant</b>
Type of Appointment	: <b>Consultant, 3 months</b>
CFCV No.	: <b>CFCV2022/066</b>
Estimated Start Date	: <b>As soon as possible</b>
Closing Date	: <b>Tuesday, 07 June 2022</b>

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](http://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:** Working under the direct supervision of the National Programme Officer (MM), IOM Abuja and in close coordination with FMHDSD and NCFRMI, the successful candidate will be expected to facilitate capacity building workshops for Management of FMHDSD and staff of NCFRMI National Migration Policy and stakeholders from five states of high return on the National Migration Policy, the Migration Governance framework, and relevant national, regional and global instruments.

### Context:

Migration in Nigeria is triggered by a combination of multifaceted factors such as insecurity, food and nutrition crises, demographic pressure in addition to more traditional seasonal and socioeconomic drivers. In December 2016, to address some of these challenges and respond to the needs of vulnerable and stranded migrants, the EU and the IOM developed the EU-IOM Joint Initiative for Migrant Protection and Reintegration.

To ensure better management of Migration in the Country, Nigeria had in 2015 adopted a National Migration Policy (NMP). The NMP recognizes Return, Readmission and Reintegration (RRR) as a fundamental component of Migration Management. Hence, one of the five (5) migration thematic groups created by the NMP is the thematic group on Forced Migration, Return, Readmission and Reintegration (FMRRR). In line with its institutional mandate and the NMP, the National Commission for Refugees, Migrants, and Internally Displaced Persons (NCFRMI) coordinates the thematic group on FMRRR. The NMP also urges the creation of standards, procedures, and modalities for the conduct of RRR in Nigeria.

In line with this and with operational and technical support provided within the implementation context of the EU/IOM JI, the SOP on RRR was revised and validated by stakeholders on 2nd October 2019. The SOP seeks to close the gaps identified in the implementation of the first SOP, by introducing fundamental innovations in the conduct of RRR in Nigeria. These improvements include: integration of Civil Society Organizations (CSOs) and more MDAs with roles in the RRR process. The

SOP also identified and clarified key terminologies, incorporated data protection principles and underlying principles guiding the whole process as well as gave elaborate details and timelines for activities covering all phases of the RRR process, ranging from predeparture, transportation/transit, arrival, and reintegration assistance as well as monitoring and evaluation. Furthermore, the SOP made adequate provisions for reintegration assistance to all returnees and tailored assistance to migrants with specific needs.

The consultancy is implemented within the Special Measures Programme. The Special Measures Programme is a continuation of the EU-IOM Joint Initiative for Migrant Protection and Reintegration and as such, builds upon and complements the existing local, national, and regional partnerships. The Programme including the interventions on the protection, return, reintegration, and sensitization activities is implemented in close collaboration with the government authorities at national and local levels. In this regard, the need to build the capacities of MDAs with the mandate to provide services to returning Migrants was identified a major priority for the country with the aim of ensuring the operationalization of the SOP on RRR.

To this end, the consultancy will provide technical assistance to MDAs at the Federal and state levels with the aim of enhancing their knowledge on the provisions of the National Migration Policy, the Migration Governance framework, and relevant national, regional, and global frameworks. The overall objective of the consultancy is to enhance coordination, collaboration, and complementarity for an effective and sustainable RRR regime and overall effective migration governance in Nigeria.

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

- I. Develop a training manual/guide on the Migration Policy, the Migration Governance Framework and relevant national, regional and global instruments.
- II. Develop pre and post training evaluation guidelines and preparatory documents for the trainings (Agenda, Concept Notes).
- III. Facilitate a 3-day high-level sensitization workshop for Management of FMHDSD.
- IV. Facilitate a 6-day training workshop for Headquarters staff of NCFRMI on the Migration policy and governance framework.
- V. Co-facilitate a 5-day training workshops to State actors at 5 States of high return on Policy, the Migration Governance Framework and relevant national, regional and global instruments.
- VI. Produce Final Report that meets IOM's standards, capturing key discussions, results, recommendations, and covering the high-level sensitization workshop for Management of FMHDSD, the training workshop for staff of NCFRMI on the operationalization of the SoP on RRR and the 5 state level trainings.
- VII. Perform such other duties as may be assigned.

### **Performance indicators for the evaluation of results**

- a. Timely execution of assigned responsibility
- b. 20% of the consultancy fees will be paid after the approval of the inception report, concept note and agenda for the task.
- c. 40% of the consultancy will be paid after facilitating the 3-days high-level sensitization workshop for Management of FMHDSD to strengthen their capacity as the supervising Ministry on the SoP and the RRR process; 6-days training workshop for Headquarters staff of NCFRMI on the Migration Policy /Governance framework, operationalization of the SoP on RRR including developing strategy for state level implementation of the SoP as well as coordination with the Working Group on RRR.; and training workshops to State actors at 5 States of high return on the Migration policy and governance framework.
- d. 40% of consultancy fees will be paid after the approval of the final reports and submission of all appropriate documents. The report should indicate the state of coordination with the Working Group on RRR and endorsed State Specific Strategic plan to implement the SoP.

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

- a. **First deliverable** – Detailed workplan and inception report including preparatory documents for the training (Agenda, Concept Notes), and training manual/guide on National Migration Policy, the Migration Governance Framework and relevant national, regional and global instruments.
- b. **Second deliverable** – Facilitate a 3-days high-level sensitization workshop for Management of FMHDSD to strengthen their capacity as the supervising Ministry. Facilitate a 6-days training workshop for Headquarters staff of NCFRMI on the Migration Policy and governance. Co-facilitate training sessions to State actors at 5 States of high return with focus on the National Migration Policy, the Migration Governance Framework, and relevant national, regional and global instruments.
- c. **Third deliverable** – Submission of Final Report that meets IOM's standards, capturing key discussions, results, recommendations, and covering:
  - The high-level sensitization workshop for Management of FMHDSD.
  - The training workshop for staff of NCFRMI on the Migration policy and governance.
  - The State level workshops

## **Performance indicators**

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

#### **Education:**

Advanced University degree from an accredited academic institution preferably in the Social Sciences, Law, Public Administration and Sociology, with a specialization in migration and related matters with 5 years of experience (Seven years for candidates holding only a first level university degree) in the field of migration.

#### **Experience:**

- a. A good track record of work with the Government of Nigeria and international organizations is preferred.
- b. Fluent spoken and written English. Ability to speak and write in one or more Nigerian languages will be an advantage.
- c. Good interviewing and listening skills.
- d. Proven extensive meeting and workshop facilitating experience.
- e. Familiarity with local and International Migration matters
- f. Ability to train, write and produce narrative and financial reports.
- g. Proven ability to meet deadlines.
- h. Excellent Microsoft Word skills and ability to take notes/drafts and produce high-quality written reports.
- i. Motivated, committed, responsible, and able to work independently with limited direct supervision.
- j. Other desirable qualifications
  - Proven training experience for government in an intelligence environment.
  - Excellent experience working with diverse stakeholders.
  - Ability to conceptualize and integrate diverse views from government authorities, stakeholders, and the broader community to achieve desired objectives

#### **Travel required**

Yes, travel is required.

#### **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/jfGhzhfw9u> and then submit applications via email to **HRNIGERIA@iom.int** indicating the position applied on the subject line **by Tuesday 07 June 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 **CFCV2022/066 Homebased. Consultant – Capacity Building of NCFRMI and FMHDSD**

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

### ***Posting period:***

From 25.05.2022 to 07.06.2022