



International Organization for Migration (IOM)  
The UN Migration Agency

Position Title: **Local Consultant – Member of the Technical Advisory Board (TAB) for the Fellowship mechanism**

Duty Station: **Albania**

Classification: **Consultant**

Type of Appointment: **Consultancy Contract, 1 day per month, for a period of six (6) months\*<sup>1</sup>**

Estimated Start date: **As soon as possible**

Reference Code: **CON 2018/24**

Closing Date: **18.09.2018**

*Established in 1951, the International Organization for Migration (IOM), the UN Migration Agency, 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:**

Nowadays policy-makers in Albania, donor agencies, development specialists and the wider informed public have realized that the Albanian Diaspora are becoming increasingly important for the development of Albania. Albania's economy has benefitted significantly from remittance inflows, yet, there is a need to support new ways of promoting diaspora engagement to retain and enhance their connection to Albania and contribute to the country's economic and social growth.

The three-year program "Engage the Albanian Diaspora to the Social and Economic Development of Albania", funded by the Italian Agency for Development Cooperation, identified and agreed with the governmental counterparts, will provide support to the Government of Albania (GoA) to enhance the engagement of the Albanian diaspora in the development of the country, with a specific focus on engagement of the diaspora communities in Italy, through targeted actions following the areas of strategic relevance identified by the GoA. The program will be implemented by IOM in cooperation with the State Minister for Diaspora (SMD), the Ministry for Europe and Foreign Affairs (MEFA), the Ministry of Finances and Economy (MFE) and other line ministries as relevant, and in close coordination with the Italian Embassy in Tirana and the Italian Agency for Development Cooperation.

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<sup>1</sup> with possibility of extension

The proposed program activities and outputs are organized around the following three main outcomes:

*Outcome 1 – GoA implements a comprehensive approach toward diaspora engagement for development in line with the overall policy framework.*

The core activities, under this Outcome, are intended to support the Government of Albania in engaging with the diaspora, through improving institutional capacities and leadership, fostering dialogue and trust building between diaspora and public institutions and facilitating channeling of the diaspora capital to Albania.

*Outcome 2 - GoA facilitates the engagement of diaspora into institutional strengthening and territorial development through skills and know-how transfer.*

The most important activities under this outcome are: (i) mapping and profiling of diaspora in Italy as well as in France and Belgium; (ii) the design and the implementation of a Fellowship scheme that mobilizes highly skilled diaspora professionals, especially in Italy, for the development of Albania.

*Outcome 3 - GoA facilitates the engagement of diaspora into local development through investment.*

The cornerstone output under Outcome 3 is the design and implementation of the ConnectAlbania investment boosting platform.

ConnectAlbania, takes stock of existing and internationally recognized connect platforms and funds among which Connect Ireland is one of the most successful. The “Connect” idea is based on the central role of development agents, in our case diaspora and communities in Italy, in putting in contact, accompanying and following-up a foreign direct investment from Italy to Albania. Development agents are most likely Albanian entrepreneurs in Italy and/or Albanian employees in expanding Italian enterprises. The Connect mechanism rewards the development agents with a bonus in case the investment has effectively taken place (the company is registered in Albania), in a medium timeframe (the company is active after 1 year from registration in Albania) and has generated employment (number of employees registered in the first year).

A **Technical Advisory Board (TAB)** will be constituted in order to provide expert oversight and regularly review the project interventions and to ensure that outcomes are coherent with the program intervention strategy and national policies and strategies relating to development and diaspora engagement. The TAB will review the fellowship and ConnectAlbania mechanisms of the program on monthly basis and will provide the Programme Management Team regular feedback quarterly. It will be composed of 4 (four) members, 2 (two) members selected from the community of professionals/experts/academics with residency in Albania and 2 (two) members selected from the Albanian Diaspora, with residency in Italy. The TAB will meet virtually every 3 (three) months to review progress in the development and implementation of mechanisms and schemes through the monitoring reports provided by the Programme Management Team and advise on potential changes needed, in order for the mechanisms and schemes to attain their full potential. IOM, the donor and, potentially, the programme partners, will participate in these meetings.

***Overall Objective of Assignment:***

This consultancy will contribute to the successful implementation of the IOM Programme “Engage the Albanian Diaspora to the Social and Economic Development of Albania”. In particular, the consultant will conduct thorough review of programme materials shared by the Programme Management Team and provide expert insight and guidance into the programme’s implementation.

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

Under the overall oversight of the IOM Head of Office in Albania, the direct supervision and guidance of the Programme Manager and in coordination with the Capacity Building and Fellowship Coordinator, the successful candidate will be responsible for supporting the implementation of the programme activities in Albania, in particular the fellowship mechanism.

More specifically he/she will be responsible for:

- reviewing the fellowship, mechanism and scheme on a monthly basis, on the basis of reports and materials provided by the Programme Management Team, with the aim to ensure coherence of outcomes with the program intervention strategy and national policies and strategies relating to development and diaspora engagement through know-how and skills transfer;
- providing feedback, through quarterly reports compiled jointly with the international consultant for the fellowship mechanism, to the Programme Manager and the Capacity Building and Fellowship Coordinator, advising on strengths, weaknesses, opportunities, and threats (SWOT) to the implementation of the fellowship mechanism , potential opportunities and synergies to be leveraged and potential changes needed to be carried out in order for the fellowship mechanism and scheme to attain full potential;
- participating in the TAB quarterly meetings.

### ***Deliverables / Reporting***

The consultant will provide quarterly reports to the Programme Manager. These reports will include details on the activities undertaken and results achieved, as well as advise on project implementation, potential opportunities and synergies and potential changes needed.

All reports will be submitted in English language and will be assessed and approved by IOM.

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

#### **Education**

Completed Master's Degree from an accredited academic institution preferably in Law, Political or Social Sciences, International Affairs or related fields, with at least 10 years of relevant professional experience. A PhD degree is an advantage.

#### **Experience**

- Demonstrated ability to maintain accuracy & confidentiality in performing responsibilities;
- good communication skills in both written and oral forms;
- proven experience in economic and/or social sectors;
- proven experience in building and sustaining strong relationships with the diaspora communities, engaging with local authorities and other stakeholders at senior level;
- proven experience in technical advisory boards and/or senior level advisory functions/positions;
- strong interpersonal & intercultural skills with an attention to detail.

#### **Languages**

Working knowledge of English and Italian languages.

## ***Required Competencies***

### **Behavioural**

- Accountability – takes responsibility for action and manages constructive criticisms;
- Client Orientation – works effectively well with clients and stakeholders;
- Continuous Learning – promotes continuous learning for self and others;
- Communication – listens and communicates clearly, adapting delivery to the audience;
- Creativity and Initiative – actively seeks new ways of improving programmes or services;
- Leadership and Negotiation – develops effective partnerships with internal and external stakeholders;
- Performance Management – identify ways and implement actions to improve performance of self and others;
- Planning and Organizing - plans work, anticipates risks, and sets goals within area of responsibility;
- Professionalism - displays mastery of subject matter;
- Teamwork – contributes to a collegial team environment; incorporates gender related needs, perspectives, concerns and promotes equal gender participation;
- Technological Awareness - displays awareness of relevant technological solutions;
- Resource Mobilization - works with internal and external stakeholders to meet resource needs of IOM.

### ***Other:***

Appointment will be subject to certification that the candidate is medically fit for appointment.

A prerequisite of being shortlisted is the residence in Albania.

### ***How to apply:***

Interested candidates should submit CV and a cover letter indicating the **Reference Code** to: [HumanResourcesTirana@iom.int](mailto:HumanResourcesTirana@iom.int).

Only shortlisted candidates will be contacted.