



International Organization for Migration (IOM)  
The UN Migration Agency

Position Title: **Consultant – Civil Engineer (from Diaspora)**  
Duty Station: **Vlore and Gjirokaster Regions – Municipalities of Vlore and Permet**

Classification: **Consultant**  
Type of Appointment: **Consultancy Contract, 3 months\*<sup>1</sup>**  
Estimated Start date: **As soon as possible**

Reference Code: **CON 2018/15**  
Closing Date: **31 May 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 to retain their connection to Albania and contribute to its economic and social growth.

The three-year programme "Engage the Albanian Diaspora to the Social and Economic Development of Albania" – hereinafter the Programme, funded by the Italian Agency for Development Cooperation, identified and agreed with the Albanian governmental counterparts, will provide support to the Government of Albania (GoA) for enhancing the engagement of the Albanian diaspora in the development of the country, with a specific focus on the communities in Italy, through targeted actions following the areas of strategic relevance identified by the GoA. The Programme will be implemented by IOM Albania 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 (AICS).

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

---

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

*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 country development and know-how transfer through skills matching.*

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 diaspora high professionals to the development of the Albania.

*Outcome 3 - GoA facilitates the engagement of diaspora into country development through business start-ups and investment.*

The cornerstone outputs under Outcome 3 are: (i) design and implementation of ConnectAlbania investment boosting platform; (ii) design and implementation of a second generation Start-up Fund.

- ConnectAlbania, takes stock of existing and internationally recognized, Connect platforms and funds, Connect Ireland being 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 and has generated employment.

- Another crucial funding mechanism under outcome 3 is the Start-up fund. The fund is open to all second generation individuals from the Albanian diaspora and entrepreneurs in Italy who wish to establish a new business in Albania. The fund is particularly open to all the diaspora community of graduates and post-graduates (more than 16,000<sup>2</sup>) who have innovative and business ideas in those sectors which present a transnational added value.

### **100 Villages Programme**

‘100 Villages’ is the newest government programme that aims at establishing the first successful model on the integrated rural development of Albania following the best European standards. The Ministries of Agriculture and Rural Development (MARD), Infrastructure and Energy, Culture, Tourism and Environment, in cooperation with Municipalities and Agencies for Regional Development have developed a map of 100 villages throughout Albania that are going to be the first 100 models of integrated rural development.

The purpose of this programme is to support local communities to build new sustainable economic and social development models.

The **programme’s objectives** are:

1. **Improvement of the public infrastructure** (support for road infrastructure, revitalization of public/urban spaces, community infrastructures, public services, environmental and touristic infrastructures, monuments of cultural heritage, landscapes, implementation of multifunctional community centers);

---

<sup>2</sup> [www.MIUR.it](http://www.MIUR.it)

2. **Economic development through diversification of economic activities** (amelioration of the touristic potential in the rural areas, agro-tourism, rural tourism, investments in the improvement of commercial services, investments in the production of traditional products, and other economic services. Support for incubators of traditional local products, promotion and marketing of rural areas, transport, fairs);
3. **Development of social and human capital** (support for the creation of rural networks, local action groups as well as civil society in rural areas, vocational training for women and youth, support for cultural heritage, support for the promotion of the traditions and lifestyle in the villages).

***Overall Objective of Assignment:***

This consultancy will contribute to the successful implementation of the Programme, with specific focus on the “Fellowship Scheme” under Outcome 2.

***Scope of the work***

IOM Albania, AICS Tirana and MARD, in line with the Programme objectives, have identified a list of 9 out of 100 villages in which the Programme could contribute to the development of the first objective of the ‘100 villages’ initiative: improvement of public infrastructure.

The villages selected for the Vlore and Gjirokaster Regions are: Zvernec (Vlore), Kosine and Leuse (Permet).

The consultant, will work in a team composed of: 1 architect, 1 civil engineer, 1 local expert, in close collaboration with the Municipalities of Vlore and Permet.

The main scope of the work is to elaborate 3 urban plans of the identified villages.

***Core Functions / Responsibilities:***

Under the oversee 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:

- Preparing a work plan, in close collaboration with the identified Municipalities, for the elaboration of the integrated urban plans of Zvernec, Kosine and Leuse villages;
- Elaborating, in close collaboration with the identified Municipalities the integrated urban plans of Zvernec, Kosine and Leuse villages;
- Ensuring the necessary liaison and exchange of information between the working team, the Municipalities, IOM Albania, MARD and AICS Tirana;
- Supporting the dissemination of the deliverables within the Programme information campaign;
- Supporting the organization of an event of presentation of the expected deliverables.

***Deliverables / Reporting***

- The consultant will elaborate, in close collaboration with the team members and the identified Municipalities 3 integrated urban plans of Zvernec, Kosine and Leuse villages;

The consultant will provide monthly reports to the Programme Manager and the Capacity Building and Fellowship Coordinator. The reports will include details on the activities undertaken and results achieved, in compliance with the above functions and responsibilities as well as other duties as may be assigned.

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

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

### **Education**

Completed university degree from an accredited academic institution in Civil Engineering, with at least 3 years of relevant professional experience in civil engineering studios/enterprises outside Albania.

### **Experience**

- Demonstrated ability to maintain accuracy & confidentiality in performing responsibilities;
- Demonstrated proficiency with AutoCad and Microsoft Office applications, including Excel, Word and PowerPoint;
- Good communication skills in both written and oral forms;
- Strong interpersonal & intercultural skills with an attention to detail.

### **Languages**

Working knowledge of English and Albanian languages is required; Italian is an advantage.

## ***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;
- 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.

### ***Other:***

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

### ***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.