



International Organization for Migration (IOM)  
The UN Migration Agency

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

Duty Station: **Tirana, Albania**

Classification: **Consultant**

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

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

Reference Code: **CON 2018/17**

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:

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<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 (the company is registered in Albania), in a medium timeframe (company is active after 1 year from registration in Albania) and has generated employment (number of employees registered in the first year).

- 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. The sectors will be decided by the relevant institutions in coordination with IOM and the donor.

**A Technical Advisory Board (TAB)** will be constituted in order to constantly review, with a high level external expertise, the pilot interventions and to ensure that outcomes are coherent to the program intervention strategy and to the national policies and strategies. The TAB will review all the funding mechanisms of the program on quarterly basis and will provide to the Programme Management Team constant technical feed-back. It will be composed of 6 (six) representatives of program beneficiaries, professionals / experts / academics: 3 (three) from Albania and 3 (three) from Italy. It will meet physically or 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 advises on eventual changes needed to be carried out, in order for the mechanisms and schemes to attain full pace. IOM and the donor will participate to these meetings.

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<sup>2</sup> www. MIUR.it

### ***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”.

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

Under the oversee of the IOM Head of Office in Albania, the direct supervision and guidance of the Program Manager and in coordination with the Grant Coordinator, the successful candidate will be responsible for supporting the implementation of the project activities in Albania.

More specifically he/she will be responsible for:

- reviewing pilot interventions with the aim to ensure coherence of outcomes with the program intervention strategy and national policies and strategies;
- reviewing all funding mechanisms of the program on quarterly basis;
- providing constant technical feed-back to the Programme Management Team;
- reviewing monitoring reports provided by the Programme Management Team and advising on eventual changes needed to be carried out, in order for the mechanisms and schemes to attain full pace;
- participating to TAB quarterly meetings and provide quarterly reports to the Programme Manager.

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

The consultant will provide quarterly reports to the Programme Manager. These 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 will be submitted in English language and will be assessed and approved by IOM.

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

#### **Education**

Completed Master degree from an accredited academic institution preferably in Law, Political or Social Sciences, International Affairs, Finance and Economy or related fields, with at least 5 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 building and sustaining strong relationships with the diaspora communities and local authorities and other stakeholders;
- strong interpersonal & intercultural skills with an attention to detail.

#### **Languages**

Fluency in English is required; working knowledge of 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;
- 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.

***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.