



International Organization for Migration (IOM)
The UN Migration Agency

VACANCY ANNOUNCEMENT OPEN TO EXTERNAL CANDIDATES

Position Title: International Legal Consultant
Duty Station: Albania
Vacancy Notice no: 2017/11
Classification: Consultant
Type of Appointment: Consultancy (25 working days)
Estimated start date: 20 September 2017
Estimated end date: 20 January 2018
Closing date: **31 August 2017**
Reference Code: **VN REF 2017/11**

Established in 1951, IOM 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:

Under the overall supervision of the Head of Office and direct supervision of the Project Coordinator, the selected candidate will contribute to the successful implementation of the project “*Supporting the development of a migration policy in Albania*” implemented by IOM Tirana, through the financial support of the IOM Development Fund. The overall objective of the project is to support the efforts of the Government of Albania to achieve Sustainable Development Goal (SDG) Target 10.7 to facilitate orderly, safe, and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies.

The Consultancy envisions expert support to the line ministries and other related institutions for the review of migration-related laws, respectively the law on *Emigration of Albanian Citizens for Employment Purposes* and the *Law on Foreigners*, and their secondary legislation and provide recommendations for the necessary legal amendments.

Core Functions/Responsibilities:

The International Consultant will conduct a **review of migration-related laws**, more specifically the *Law on Emigration of Albanian Citizens for Employment Purposes* and the *Law on Foreigners*, **and their secondary legislation and provide recommendations for the necessary amendments.**

He/she will work in cooperation with a national consultant, and will be responsible for:

1. Conducting, in close coordination with the National Consultant, a review of the *Law on Emigration of Albanian Citizens for Employment purposes* and the *Law on Foreigners*, and their

- secondary legislation, including how the laws and secondary legislation correspond to the EU and international standards, ensure gender sensitivity and respect for migrants' rights;
2. In coordination with IOM Tirana and with the support of the National Consultant, identifying stakeholders and conducting interviews as needed;
 3. Assisting IOM Tirana in developing a concept note and agenda for a round table with national stakeholders to collect inputs, suggestions and recommendations for the legislative amendments, including those related to the respective institutional roles and responsibilities;
 4. Facilitating the round table and presenting the desk review findings and suggested amendments, which will be the basis for further discussion and elaboration;
 5. Formulating legal amendments of the laws and their secondary legislation, in line with the EU and international standards, to ensure gender sensitivity and respect for migrants' rights, reflecting inputs from relevant stakeholders and outcomes of the round table;
 6. Assisting IOM Tirana in developing a concept note and agenda for a validation round table with national stakeholders;
 7. Facilitating the round table and presenting the proposed consolidated amendments;
 8. In coordination with the National Consultant, reflecting any final input, feedback and/or suggestion from the validation round table in the proposed amendments;
 9. Submitting a final legal review of the *Law on Emigration of Albanian Citizens for Employment Purposes* and the *Law on Foreigners*, and their secondary legislation, in coordination with the National Consultant, to the Project Steering Committee for final validation prior to handing over to the Government of Albania.

Methodology, tangible and measurable outputs of the work assignment:

- A methodology for the legal review, explaining:
 - o how the legal review process will be organized;
 - o standards that will be used as benchmarks for the legal review;
 - o system for the evaluation of the effectiveness and relevance of current legislation (qualitative, quantitative, or other indicators);
 - o the process and related tools for collecting data and information;
 - A list of interviewees is to be agreed upon with IOM Albania. IOM Albania will be responsible for identifying the officials and arranging interviews;
 - Interview questionnaires for stakeholders;
 - o References to other methodologies on legal review developed by IOM;
- A field visit to Tirana to conduct interviews and collect inputs from the national stakeholders at the first round table;
- Desk Review of the *Law on Emigration of Albanian Citizens for Employment Purposes* and the *Law on Foreigners*, and their secondary legislation, including:
 - o list of findings and related gaps;
 - o assessment of the relevant aspects of related legislation whether in line with the EU Acquis Communautaire and international standards, gender sensitive and respects migrants' rights;
- Formulated amendments to the respective acts and/or proposed new acts, including list of indicators to be used for monitoring and assessing the applicability of the law;
- Concept note/agenda of the first round table in Tirana to present the findings of the desk review;
- Presentation of the desk review at the first round table in Tirana;
- Consolidated draft of the legal review reflecting the stakeholders' comments, suggestions and recommendations presented in the round table and/or interviews;
- Concept note/agenda of the validation round table in Tirana;
- Presentation of the consolidated legal review in the validation round table in Tirana;
- Final legal review of the *Law on Emigration of Albanian Citizens for Employment purposes* and the *Law on Foreigners*, and their secondary legislation, reflecting any final input, feedback and/or suggestion from the validation round table.
- Electronic files of all gathered documentation to be shared with IOM Albania, including the final legal review.

Desirable Competencies

Behavioural

- Takes responsibility and manages constructive criticism;
- Works effectively with all stakeholders;
- Promote continuous learning; communicates clearly;
- Takes initiative and drives high levels of performance management;
- Plans work, anticipates risks, and sets goals within the area of responsibility;
- Displays mastery of subject matter;
- Contributes to collegial team environment;
- Incorporates gender-related needs, perspectives, and concerns, and promotes equal gender participation;
- Displays awareness of relevant technological solutions;
- Works with internal and external stakeholders to meet resource needs of IOM.

Technical

- Effectively applies knowledge of migration legislation and migration management issues within the organizational context.

Desirable Qualifications and Experience

- Master's Degree/University Degree in Law or other relevant fields;
- Previous professional experience in drafting legislation in Albania and elsewhere will be considered an advantage;
- Very good knowledge of migration issues in Albania;
- Demonstrated leadership abilities and organizational capacity;
- Strong interpersonal and communication skills;
- Can work independently and as part of a team;
- Results-oriented;
- Good computer skills;
- Full working knowledge of English. Knowledge of the Albanian language is an asset.

How to apply:

Candidates with the required qualifications should submit a Curriculum Vitae **or** IOM Personal History Form together with a Cover Letter of not more than one page length specifying the motivation for applying to the following e-mail address: HumanResourcesTirana@iom.int

Alternatively, the application can be sent to the following address, quoting the above vacancy notice title/number:

IOM Tirana Human Resources

Rruga Ibrahim Rugova, Nd. 42, H. 12, Apt. 4
Tirana, Albania

Only shortlisted candidates will be contacted.