



International Organization for Migration (IOM)
The UN Migration Agency

Position Title: **Local Consultant**
Duty Station: **Tirana, Albania**

Classification: **Local Consultant**
Type of Appointment: **Consultancy Contract, 50 days over a 3 months and 11 days**

Estimated Start date: **20 September 2018**

Reference Code: **2018/21**
Closing Date: **10/9/2018**

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 is 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 programme "Engage the Albanian Diaspora to the Social and Economic Development of Albania" – hereinafter the Programme, funded by the Italian Agency for Development Cooperation (AICS), identified and agreed with the Albanian 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 diaspora 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.

The proposed Programme 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 channelling 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 implementation of a Fellowship scheme that mobilizes highly skilled diaspora professionals for the development of Albania.

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

The cornerstone output under Outcome 3 is to design and implement 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 a specific mechanism and platform that promotes foreign direct investments, rewards the development agents with a bonus in case the investment has effectively taken place in a medium timeframe, the company is registered in Albania, company is active after 1 year from registration and has generated employment (number of employees registered in the first year).

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 oversight of the IOM Head of Office in Albania (HoO) and under the direct supervision and guidance of the Program Manager (PM) and the coordination of Connect Albania and Grant Coordinator, the successful candidate will be responsible for collecting updated information on the development needs and priorities at local level in Albania, in support of the orientation of investments from the Albanian Diaspora. The identified needs and priorities of Albania will be analyzed, in order to enable the Government of Albania to orient initiatives related to FDI and Diaspora investments to identified needs in Albania, contributing also to the fine-tuning of the ConnectAlbania platform. In addition, the candidate will prepare a proposal outlining key challenges/weaknesses within the investment climate in Albania (for FDI and particularly for diaspora investment) and recommend key actions that can be taken in terms of policies, programs, service delivery, and capacity building of Albanian institutions in order to improve the investment climate.

More specifically the successful candidate will be responsible for:

- Preparing a methodology of work and developing related tools. This entails mapping of sector strategies and action plans to be reviewed; mapping of stakeholders; desk review of the sector strategies and action plans, identifying unfulfilled development priorities, related gaps and needs and priorities;
- Preparing a situation analysis, updating the development needs and priorities at local level in Albania, also through stakeholder interviews at central and local level, including territorial priorities, in order to enable the Government of Albania to better orient

initiatives related to Diaspora investment, as well as the fine-tuning of the ConnectAlbania platform;

- Identifying barriers and incentives (challenges/weaknesses) to FDI-s in Albania and proposing key actions that can be taken in terms of policies, programs, service delivery and capacity building, as well as amendments to legislation and procedures, with the aim to attract more local and foreign direct investments into Albania;
- Identifying how Albania could facilitate and support direct investments in the country, attract foreign investment and increase the competitiveness and innovation capacity of Small and Medium Enterprises;
- Preparing a list of aftercare services needed for the successful implementation of Connect Albania scheme aimed at successfully meeting the demands of foreign investors;
- Identifying Government stakeholders involved in the implementation process of Connect Albania Platform; and analysing training needs for Government staff about the new scheme implementation and proposing training curricula for IOM review.

Deliverables / Reporting

The consultant will report directly to the Programme Manager and the ConnectAlbania and Grant Coordinator, on the following deliverables:

- First draft of the methodology, including the mapping of sector strategies and action plans, mapping of stakeholders, information collection forms and stakeholders interview protocols by 25 September 2018;
- Final version of the methodology, reflecting potential IOM comments, by 5 October 2018;
- Desk review of sector strategies and local development plans by 25 October 2018;
- Interviews with stakeholders completed by 30 October 2018;
- First draft of situation analysis and study on barriers and incentives (challenges/weaknesses) to FDI-s in Albania, and recommend and proposing key actions that can be taken in terms of policies, programs, service delivery and capacity building, as well as amendments to legislation and procedures, on attracting more FDI-s to Albania by 20 November 2018;
- Final version of the situation analysis and study on barriers and incentives (challenges/weaknesses) to FDI-s in Albania, and recommend and proposing key actions that can be taken in terms of policies, programs, service delivery and capacity building, as well as amendments to legislation and procedures, on attracting more FDI-s to Albania, reflecting potential IOM comments, by 5 December 2018;
- First draft of the report on:
 - updated needs and priorities at sectorial and local level in Albania;
 - services to be offered to foreign business investments in Albania;
 - training needs and curricula for Government officials involved in the Programmeby 15 December 2018;
- Final version of the report on the updated needs and priorities at the sectorial and local level in Albania, services to be offered to foreign business investment in Albania and training needs and curricula for Government officials involved in the Programme, reflecting potential comments from IOM and/or other stakeholders, by 31 December 2018.

The deliverables shall 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 in a field relevant to the assignment, such as economics, finance, business administration, social sciences, or other relevant fields, with at least three years of relevant professional experience.

Experience

- Demonstrated ability to maintain accuracy & confidentiality in performing responsibilities;
- Demonstrated ability to deliver reports on issues of economics, business and investment and adhere to deadlines;
- Demonstrated proficiency with 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. The knowledge of Italian language would be an asset.

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.

Only shortlisted candidates will be contacted.