



International Organization for Migration (IOM)
The UN Migration Agency

Position Title: **Local consultant (2 positions) to support the Ministry of Interior for the implementation and monitoring of the Rule of Law Accession Roadmap (RAR)**

Duty Station: **Albanian Ministry of Interior**

Classification: **Local Consultant**

Type of Appointment: **Consultancy Contract**

Estimated Start Date: **01 February 2024**

Duration: **(220 working days) within 11 months engagement**

Reference Code: **CON 2024/01**

Closing Date: **28 January 2024**

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. IOM is committed to a diverse and inclusive work environment. Read more about diversity and inclusion at IOM at www.iom.int/diversity.

Context:

Migration governance remains a top priority for Albania. Despite the progress achieved in this area through the implementation of the National Strategy on Migration and Action Plan 2019-2022, Albania continues to invest efforts on make further advancements in this area, especially considering ongoing EU accession negotiations, that commenced in July 2022, imposing additional requirements on the Government of Albania and its institutions to meet EU standards in governing migration.

The negotiations encompass 35 different policy areas referred to as chapters. In the EU-Albania Stabilisation and Association Council meetings conclusions on enlargement and the stabilisation and association process dated December 13, 2022, it was stated that **Albania's legal framework regarding migration is largely aligned with the EU acquis, but it requires updating**. The Council emphasizes the importance of Albania fulfilling its commitment to align with the EU visa policy. The bilateral negotiation process, taking into account the experiences of other countries in the region, is expected to yield specific recommendations concerning migration governance and management. These recommendations, in accordance with Chapter 24 of the Acquis, aim to further align with the EU standards that need to be met.

The Ministry of Interior (Moi) is the main institution in charge of the implementation of the National Strategy on Migration. The Moi is also directly responsible for several aspects of migration management, such as the prevention of and fight against irregular migration, and the treatment of foreigners entering, transiting and staying in Albania. An important activity of the Moi is the fight against trafficking and smuggling of persons and it is also involved in the work with unaccompanied minors. Regarding emigration of Albanian citizens, the Moi, through the Border and Migration Police, makes sure that the requirements of visa free travel are fulfilled by Albanian citizens. **The Moi has an important role in the Chapter 24 negotiations for EU accession and is in charge of the implementation of readmission agreements with other countries**. In 2023, a **Rule of Law Accession Roadmap (RAR)** was developed by the Ministry of Interior. It is currently, submitted for formal approval to the European Union.

In order to achieve this alignment and complement the National Strategy for Migration (NSM) and Action Plan (AP), **the implementation and monitoring of the Rule of Law Accession Roadmap (RAR) is necessary** as part of the EU accession process. The MAR will ensure a comprehensive plan for meeting the required EU

standards and guidelines in the area of migration. The negotiations process demands specialized capacities and resources that may not be readily available within the current administration.

The objective of the project is to contribute to enhancing migration governance and overall socio-economic development in Albania and ensure alignment with international standards and best practices through diaspora engagement.

To achieve this objective, the project will support the Government of Albania in effectively implementing diaspora engagement strategies and schemes, recognizing the positive connection between migration and development. Consequently, the project aims to ensure that the Ministry for Europe and Foreign Affairs (MEFA) has improved resources, knowledge, and skills for implementing diaspora engagement policies in line with the National Strategy for Diaspora (2021-2025). One of the key outcomes of this project is to assist the Government of Albania in facilitating the engagement of the diaspora in development through the transfer of skills and know-how. This will involve engaging skilled members of the Albanian diaspora to support EU accession negotiations, building upon previously successful initiatives.

In addition, under Outcome 2 of the project support will be provided to **the Government of Albania (GoA) in implementation and monitoring of a gender-sensitive, rights-based Migration Accession Roadmap that aligns with national strategies and international standards**. This roadmap will fulfil EU recommendations on migration governance and will be implemented and monitored through a collaborative process, ensuring alignment, harmonization, and prioritization of national strategic priorities with those identified during the screening process.

This will include **the deployment of experts in support in the Ministry of Interior (Moi)**.

This consultancy will contribute mainly to ensure alignment, harmonization, and prioritization of national strategic priorities on migration with the recommendations from the screening process and defines relevant actions. To achieve this, the Rule of Law Accession Roadmap (RAR) will be implemented and monitored in support of the EU accession negotiations for Chapter 24. The Roadmap will build upon the outcomes of the screening process conducted in 2022-2023, focusing on migration governance. To ensure complementarity and coherence, the Roadmap will consider the measures outlined in the new National Strategy on Migration 2024-2030 and Action Plan. Additional actions will be proposed to align with EU accession requirements and avoid duplication. Moreover, the suggested complementary actions through the MAR will further align EU accession efforts with the implementation of the Global Compact for Migration (GCM).

The implementation of the actions outlined in the Roadmap will enhance migration governance in Albania alongside the measures defined in the Action Plan of the National Strategy on Migration. To facilitate the Roadmap's implementation and monitoring two local consultants will be engaged.

This will be achieved through the deployment of **2 local experts** at the Moi.

The engagement **of the two local experts** will take place for **20 working days during the period of one month time length**, (220 working days during a period of 11 months' time length), for each consultant based at the Moi. The consultant will prepare and submit periodical reports by the last working day of the reporting period as well as the sign in and sign out timesheet will be applied by signature of consultant and verified by the responsible person at the Moi.

Overall Objective of Assignment:

The consultancy will contribute to the successful realization of the project "ENHANCING MIGRATION GOVERNANCE AND DIASPORA ENGAGEMENT FOR DEVELOPMENT IN ALBANIA" implemented by IOM Albania, through the financial support of the IOM Development Fund.

Core Functions / Responsibilities:

Under the overall supervision of the Head of Office and direct supervision of the IOM Program Coordinator

and in close coordination with the Project Implementation Unit, **the two local experts will be responsible for supporting the Ministry of Interior (Moi) during the implementation and monitoring of the Migration Accession Roadmap for Albania.**

More specifically:

The **two local consultants** based at the Albanian Ministry of Interior, will be responsible to:

- Support the alignment of the legislation for foreigners with the EU acquis for the blue card, the single permit, family reunification, the entry of highly qualified workers, seasonal workers and the sending of workers in the framework of the provision of services.
- Contribute to the necessary legal changes on various definitions such as "citizens of third countries" and the approval of by-laws in implementation of the "Foreigners" law.
- Support the full implementation of the changes in the electronic register for foreigners, for the online application of foreign citizens for a unique permit and the reflection of the changes in the system.
- Support the approval of dedicated integration programs, harmonized with the EU Action Plan for Integration and Inclusion.
- Support the participation in the European Migration Network.
- Other related measures to increase implementation capacities.

Required Qualifications and Experience:

Education:

- Completed an advanced degree from an accredited academic institution in Humanities, political sciences, social sciences, legal studies, security, public administration, economics, and other related areas.

Experience and skills:

- At least 3 years of relevant professional experience.
- Recent experience in the conduct of similar assignments.
- Relevant experience related to migration governance would be an advantage.
- Experience in institutional processes analysis, related policy documents, and strategic documents drafting, data collection, processing, analyze and reporting, presentations.
- Experience in production of analytical work, both written reports and brief presentations of research.
- Ability to communicate with a wide range of stakeholders (public authorities, local authorities, migrants, private sector, etc.)
- Effective communicator, both orally and written
- Ability to maintain accuracy & confidentiality in performing responsibilities.
- Good communication skills in both written and oral form.
- Strong interpersonal & intercultural skills with an attention to detail.

Languages:

For all applicants, fluency in English and Albanian is required (oral and written).

Required Competencies:

Values:

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.
- Courage: Demonstrate willingness to take a stand on issues of importance
- Empathy: Shows compassion for others, makes people feel safe, respected and fairly treated.

Core Competencies – behavioral indicators level 1

- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- Delivering results: produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge: continuously seeks to learn, share knowledge and innovate.
- Accountability: takes ownership for achieving the Organization’s priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

Other:

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

How to apply:

Interested candidates are invited to submit the following (all in English language) indicating the Reference Code (**CON 2024/01** with a subject line **“Local consultant, to support the Ministry of Interior for the implementation and monitoring of the Rule of Law Accession Roadmap (RAR)”** to: HumanResourcesTirana@iom.int

- CV or Personal History Form (PHF) [download here](#)
- Cover Letter with the details of competences (including previous thematic expertise, if any)
- [Reference and additional information form](#) signed in each page including three professional referees and their contacts (both email and telephone) potentially previous supervisors, as well as confirming that you agree on our check for references to the referees and the requested additional information.
- List of previous, research publications, if any.

In order for an application to be considered valid, IOM only accepts applications duly completed.

No late applications will be accepted.

Only shortlisted candidates will be contacted.