



International Organization for Migration (IOM)  
The UN Migration Agency

## Call for Expression of Interest addressed to members of the Albanian diaspora in European Union (EU) countries CON 2024/02

*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](http://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 to 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. Past efforts, including the EU fellowship scheme by IOM, have proven effective in leveraging diaspora expertise for Albania's EU accession. Despite progress, further advancements are needed, especially with the new National Strategy on Migration and Action Plan 2024-2030.

The accession negotiations mark a significant step towards EU integration, requiring Albania to align its legislation, rules, and procedures with the EU Acquis in order to give effect to the entire body of EU law. However, there's a pressing need to strengthen the capacities of line ministries for legal approximation. A crucial part of the European integration process is related to the preparation and the implementation of the National Plan on European Integration (NPEI)<sup>1</sup>,

As an important document that serves as a roadmap providing for legal acts, measures, and institutional changes within the framework of Acquis approximation, technical assistance and increased capacities will be provided to enhance the monitoring of the National Plan for European Integration (NPEI), ensuring a qualitative assessment and reporting system is in place.

The Minister of State and Chief Negotiator (MSCN) has one of its primary responsibilities as the technical management related to EU Acquis approximation and the negotiation process, by providing technical leadership of the negotiations, ensuring internal coordination of the country's accession process to the European Union, and developing capacities of the administration to generate capabilities towards accession. The Department of Policies and European Integration (DPEI), in the Prime Minister's Office, which serves as the EU Secretariat, provides technical support to the Minister of State and Chief Negotiator and the entire negotiation process, including the approximation of national legislation with the EU Acquis.

The Government of Albania has reiterated the need for support in implementing tools and processes to facilitate the transfer of knowledge and skills from Albanian diaspora professionals. This support is crucial for the ongoing processes of negotiations, gradual European integration, accelerated development, and

<sup>1</sup> [https://integrimi-ne-be.punetejashtme.gov.al/wp-content/uploads/2022/02/NPEI\\_2022-2024\\_EN-.pdf](https://integrimi-ne-be.punetejashtme.gov.al/wp-content/uploads/2022/02/NPEI_2022-2024_EN-.pdf)

### **Mission in Albania:**

Rruga "Brigada e VIII", Kati III, apt. 301 • Tirana • Albania  
Tel: +355 4 2257836-7 ; Fax: +355 4 2257835 ; • E-mail: [infotirana@iom.int](mailto:infotirana@iom.int)  
Internet: <http://www.albania.iom.int>

convergence with European standards.

The **project "ENHANCING MIGRATION GOVERNANCE AND DIASPORA ENGAGEMENT FOR DEVELOPMENT IN ALBANIA"** implemented by IOM Albania and funded by the IOM Development Fund (IDF), aims to enhance migration governance, socio-economic development, and alignment with international standards through diaspora engagement. It focuses on improving resources and skills within the Ministry for Europe and Foreign Affairs (MEFA) to effectively implement diaspora engagement strategies in line with the National Strategy for Diaspora (2021-2025).

Moreover, the project facilitates diaspora engagement in development by transferring skills and expertise, particularly in supporting EU accession negotiations. Specifically, Output 1.2 involves creating a pool of qualified diaspora members to contribute to capacity development within the Government of Albania, ensuring gender balance.

**With a focus on facilitating EU accession negotiations and leveraging the diaspora's development potential for Albania's benefit, 11 skilled diaspora members (fellows/experts) will be engaged, building upon previous initiatives.** The primary beneficiaries of technical assistance will be line ministries, agencies, and independent institutions involved in negotiations and implementation of the NPEI and its monitoring. Local government bodies, which play a crucial role in implementing 70% of the *Acquis* at the local level, will also benefit, with municipalities involved to strengthen their capacities.

#### **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.

The 11 selected fellows/experts will work under the guidance of a Coordinator appointed by and based at the Minister of State and Chief Negotiator's office, overseeing their activities and ensuring collaboration. This consultancy aims to support the transfer of knowledge and capacities of Albanian diaspora professionals to aid in negotiations, gradual European integration, accelerated development, and convergence.

The fellows/experts specializing in the harmonization of the *EU acquis* in Albania will play a vital role in facilitating the country's integration into the European Union. Their responsibilities involve meticulously translating the extensive body of relevant EU legislation, directives, and regulations into Albanian, ensuring accuracy and consistency with the original texts as well as their effective harmonization with national laws and policies as well as capacity building activities for the public administration in charge of the approximation and negotiations.

**The Fellows/Experts will be engaged, depending on the need identified by the office of the Minister of State and Chief Negotiator, and/or other relevant institutions (such as different Ministries, INSTAT, Department of Public Administration (DAP), SASPAC and the Agency of Public Procurement (APP). During this time, they will closely collaborate with government institutions to deliver specified products aimed at effectively transposing the entire body of EU law.**

**The fellows/experts will prepare and submit deliverables in close cooperation with the government beneficiary institution(s), and the final products will undergo review and acceptance by the respective institutions and IOM before completion.**

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

Under the overall supervision of the Head of Office, direct supervision of the IOM Program Coordinator, under the guidance of a team Leader, the fellow / Expert will be responsible for supporting the Line Ministries in strengthening the Albanian public administration (as the main beneficiary) in the process of the legal approximation and harmonisation with the *EU Acquis*.

**The specific tasks of the legal experts consultants/fellows will include:**

- Conducting a review and assessment on the EU acquis and all relevant national legislation, to identify the gaps of national legislation with the EU acquis.
- Advising the Line Ministries on the necessary steps to be taken to align the national legislation with the EU acquis.
- Drafting the necessary legal framework (full legal package) for the acts that will be aligned with EU Acquis, based on the priorities of the National Plan for European Integration.
- Providing on the job training and capacity building to the Line Ministries staff on the EU acquis and the process of legal alignment including the preparation of the tables of concordance between the proposed draft acts and the relevant EU acquis.

In particular:

1. Contribute to the development, implementation and monitoring of the National Plan on European Integration (NPEI):
  - i. Collaborate and coordinate with stakeholders for the development, implementation and monitoring of the NPEI, focusing on measurable milestones for effective implementation.
  - ii. Monitor NPEI implementation progress against concrete objectives, accuracy and timeliness.
  - iii. Provide technical assistance and training to improve qualitative monitoring and reporting of the NPEI.
2. Provide targeted training and technical assistance to key departments within the Albanian Public Administration on EU integration processes and especially to enhance their alignment with specific *EU Acquis* requirements aiming to achieve a measurable improvement within a specified timeframe:
3. Support the coordination of the EU Integration Processes:
  - i. *Identify key institutions needing coordination support and define clear objectives for improvement.*
  - ii. *Contribute on the organisation of coordination sessions, and setting of communication channels and provide necessary training for personnel involved.*
4. Provide Methodological Support for effective approximation, harmonisation and transposition of the *EU acquis* :
  - i. *Offer methodological support and guidance to accelerate legislative approximation.*
  - ii. *Assess legislative approximation speed and quality improvements.*
5. Enhance Negotiation Capacities for EU Legal Approximation:
  - i. *Contribute to the Increase of capacities of line ministries and key institutions involved in negotiation processes.*
  - ii. *Evaluate negotiation effectiveness and capacity improvements.*
6. *Contribute to the development of a comprehensive Compliance Assessment framework for aligning with the EU Acquis, encompassing both qualitative and quantitative measures.*
  - i. *Define specific qualitative and quantitative criteria for compliance assessment.*
  - ii. *Develop checklist or scoring system for quantitative measurement.*
  - iii. *Conduct regular progress reviews and updates as necessary.*

7. *Conduct Comparative Analysis of National Laws with EU Member States:*
  - i. *Identify key areas of focus for comparison*
  - ii. *Establish quantitative measures for assessing compliance, such as the number of laws aligned with EU directives and their level of implementation.*
  - iii. *Develop a scoring system to measure the degree of alignment between national laws and EU Member States' laws.*
8. *Contribute to the translation of EU legislation into Albanian, ensuring accuracy and consistency, and contribute to its harmonization with national laws through collaboration with stakeholders, drafting legal amendments and monitoring implementation.*

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

#### **Education:**

Applicants must have obtained an advanced university degree from an accredited academic institution related to EU Law or EU studies, relevant to the assignment;  
A PhD degree will be considered a strong advantage.

#### **Experience and skills:**

- At least 3 years of relevant professional experience.
- Experience in conducting research in any relevant area is preferred.
- Experience in conducting similar assignments is an asset.
- Working experience with EU institutions and government institutions of EU member states is an asset.
- Demonstrated experience in analyzing institutional processes, drafting policy documents, and strategic documents, as well as in data collection, processing, analysis, and reporting, and delivering presentations.
- Strong interest and knowledge of EU-Albania relations.
- Experience in engagement with diaspora communities, authorities, and other stakeholders is an asset.
- In-depth knowledge in one or more areas of the *acquis Communautaire* is an asset.
- Guiding and monitoring team-work engaged in research is an asset.
- Strong knowledge of the Albanian legal system
- Proficiency with Microsoft Office applications, including Word, Excel, and PowerPoint.
- Very good communication skills in written and oral form.
- High commitment, adaptability, and flexibility.
- Strong analytical, problem-solving, team-working, and leadership skills.
- Ability to produce analytical work, including written reports and brief presentations of research.
- Effective communication skills with a wide range of stakeholders, including public authorities, local authorities, and the private sector.
- Demonstrated ability to maintain accuracy and confidentiality in performing responsibilities.
- Strong interpersonal and intercultural skills, with attention to detail.

#### **Languages:**

For all applicants, fluency in English and Albanian is required (oral and written)  
Fluency in other procedural languages (ie. French, German) or other official languages of the EU is an asset.

#### **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:**

#### **Residency Requirement:**

Prospective applicants are required to be members of the Albanian Diaspora in an EU country (residing abroad)

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 2024/02**) with a subject line **"Call for Expression of Interest addressed to members of the Albanian diaspora"** to: [HumanResourcesTirana@iom.int](mailto:HumanResourcesTirana@iom.int)

- CV OR Personal History Form (PHF) [download here](#)
- Cover Letter with the details of competences. In addition, the candidates are required to propose in the Cover Letter 5 priority thematic sectors where they think will provide an added value through this assignment.
- [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.

Closing date for applications will be **30 June 2024**.

**Please note that the candidates that applied within 31 March 2024 does not need to re-submit their application.**

No late applications will be accepted.

*Only shortlisted candidates will be contacted.*