



International Organization for Migration (IOM)
The UN Migration Agency

Position Title: **Local consultant to support the Albanian S3 team on diaspora coordination in the framework of the S3 strategy.**
Duty Station: **Tirana, Albania**
Classification: **Local Consultant**
Type of Appointment: **Consultancy Contract**
Estimated Start Date: **15 April 2024**
Duration: **11 (eleven) months engagement**
Reference Code: **CON 2024 - 04**
Closing Date: **07 April 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:

The engagement of Albanian Diaspora for the economic development of the country, remains a challenge despite the great potential that it entails for Albania's development. But, it is also a challenge for the stakeholders to create an environment that encourages and supports diaspora engagement to the development of the home country. Albania, has approved in 2018, the National Diaspora Strategy (NDS). It focuses on creating a comprehensive policy for the diaspora aligned with European Union integration guidelines and international standards. It emphasizes support for legally residing migrants outside Albania, aiming to express the collective commitment of Albanian society to its compatriots abroad. The strategy promotes state policies for the involvement and contribution of Albanian communities abroad in the socio-economic and political progress of Albania.

In order to boost its economy, Albania is also developing a Smart Specialisation Strategy (S3). The S3 is a strategic approach to innovation aligned with European Union practices focusing on identifying priority areas for public investments in research, development, and innovation that can significantly impact regional/national economies. It emphasizes cross-sectoral linkages, encourages diversification beyond traditional industries, and employs an inclusive Entrepreneurial Discovery Process (EDP) involving stakeholders from various sectors and regions. The progress of the Smart Specialisation Strategy (S3) formulation process is part of the periodic reporting to the European Commission as part of Chapter 20 "Enterprises and Industrial Policies" and Chapter 25 "Science and Research".

Through the Prime Minister's decree, an Interministerial Committee and an S3 National Team have been established, tasked with monitoring, drafting, and implementing the S3 Strategy. The Interministerial Committee is led by Deputy Prime Minister ensuring the progress within the framework of drafting and implementing the S3, promoting high-level coordination of institutions to guide and lead the work in line with the S3. The S3 National Team is in charge to ensure the drafting of the strategy through a comprehensive process, contribute directly to the process of drafting the strategy for the collection and analysis of data, in the definition of the vision, of the strategic and specific objectives and for the action plan, as well as during the acceptance and the approval of the strategy by the Council of Ministers, ensure the coordination of the process in communication with international and local partners, JRC of EC, and representatives of the EU Delegation in Tirana, etc.

S3 strategy is an umbrella strategy that touches upon various sectors and involves a considerable number of central and local institutions.

The identification of priority areas in Albania involves context analysis through quantitative and qualitative mapping of economic, innovative, scientific, and technological potential. Preliminary S3 priorities included Agriculture, Manufacturing, Energy, Tourism, Information and Communication, and Administrative and support service activities. Cross-sectoral areas such as Blue Economy, Healthy Food, Renewable Resources Energy, and Extended Business Process Operations (BPO's) are also considered. These preliminary priorities were explored further during the EDP phase where around 1600 stakeholders' representatives participated. Consultations during EDP identified vertical and horizontal priorities as follows:

Vertical priorities:

- Renewable Energy and Natural Resources. Subsectors:
 - Renewable energy
 - Raw Materials (exploration, exploitation and processing), part of EU supply chain
 - Environmental preservation
- Healthy and Sustainable Food Chain. Subsectors:
 - Sustainable Organic Farming and Certification
 - Food Processing and Value-Added Products
 - Sustainable Fisheries and Aquaculture
 - Medicinal aromatic plants, oils and extracts production
- Sustainable and Diversified Tourism. Subsectors:
 - Cultural heritage and traditions
 - Health Tourism
 - Culinary (combined with agriculture, food, food security)
 - Natural and Rural Tourism (agrotourism, adventure and sports tourism, etc)

It has been identified also the interventions considered as preconditions to a successful S3:

- Reversing the trend towards emigration and abandonment of the rural areas from young people
- Improving the context for accessing to finance and credit
- Strengthening network infrastructures: access to internet broadband, transport infrastructures, public transport, logistics and health service

Horizontal/cross-cutting measures/priorities:

- Human Capital
 - Diaspora involvement
 - Talent retention
 - Skills (curricula review, upskilling, reskilling)
- Blue and Green Economy
 - Green transition
 - Conservation of natural resources
 - Reduced carbon footprint
- Advanced Digital Technological Services
 - Advances in AI and machine learning
 - Digital transformation of the local economy
 - Increase export capacities

Horizontal/cross-cutting measures related to improving the national innovation ecosystem:

- Industrial/Innovation Policy Framework
 - Legislative/regulatory framework to EU standards
 - Incentive schemes, business support, deregulation
 - Forums, fairs and economic diplomacy
- Quadruple Helix Cooperation
 - Information and communication strategy
 - Platforms enabling cooperation, clusters
 - Eco-friendly/Sustainable practices and processes
- Technology Transfer

- Enhancing the institutional role of state agencies
- Support “Made in Albania” products
- Integration into global value chains

The identification of concrete measures/interventions for the action plan in consultation with the main actors from quadruple helix actors has already started and the S3 team is working on drafting the Strategy and its action plan.

Considering that members of the Albanian diaspora often possess diverse skills, knowledge, and experiences, their involvement in economic growth of Albania and the finalisation and the implementation of the S3 strategy will contribute to knowledge transfer, technology exchange, and collaboration benefitting the development of various sectors included in the S3 strategy. This 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 Albanian S3 team in effectively introducing diaspora engagement strategies and schemes within S3 strategy, recognizing the positive connection between migration and development. Consequently, the project aims to ensure that the Albanian institutions involved in S3 drafting and implementation as 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) and S3. One of the key outcomes of this project is to assist the S3 team and Albania Government 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.

Responding to the abovementioned need, the project will support in the finalisation and the implementation of the S3 strategy. This will be achieved through the deployment of **one local consultant** supporting the Albanian S3 team.

The engagement **of the local consultant** will take place for a total of 11 months' time length.

The consultant will prepare and submit **monthly reports** that describe activities, accomplishments, as well as issues and concerns impeding progress in fulfilling the tasks **by the last working day of each month.**

The engagement of the local consultant will take place **on a full-time monthly basis modality, in person or remotely, as needed.** The monthly reports will be applied by signature of consultant and verified by the Head of S3 team. The monthly fee for each month is payable to the Consultant in respect of confirmed monthly presence and approval of the monthly report.

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 in close coordination with the Head of S3 team and the Project Implementation Unit (PMU), **the local consultant will be responsible for supporting the Albanian S3 Team for the coordination** functions between the S3 National Team, the coordinators of the institutions and experts engaged in the process. In addition, the local consultant is expected to prepare materials, reports and evaluation documents according to requests, assisting in meetings and preparing communications and drafting legal acts, if necessary, communication with

different institutions, etc., as part of the S3 Strategy and the Growth Plan.

More specifically:

The **local consultant**, will be responsible to:

1. Conduct Stakeholder Analysis by identifying key stakeholders within the diaspora community relevant to the S3 strategy and analyse their interests, needs if needed as well as potential contributions to the strategy.
2. Facilitate Consultative Meetings, to gather inputs on the S3 strategy.
3. Ensure effective communication and collaboration between the S3 team, the interministerial committee, quadruple helix and diaspora representatives,
4. Assist in the development of the S3 strategy by providing insights and inputs from the diaspora community and other stakeholders.
5. Design and conduct workshops for diaspora members to enhance their understanding of the S3 strategy and their role in its implementation.
6. Disseminate information about the S3 strategy to the diaspora community using various channels, including social media and community events, to ensure broad outreach.
7. Monitoring the involvement of diaspora members in the implementation of the S3 strategy, regularly evaluate the effectiveness of diaspora engagement activities and recommend adjustments as needed.
8. Engage with relevant authorities to create an enabling environment for diaspora contributions.
9. Prepare regular reports detailing the progress of diaspora engagement activities and their impact on the S3 strategy.
10. Provide comprehensive updates to the IOM Program Coordinator and other relevant stakeholders. Foster collaboration with the EU and other international partners involved in the S3 initiative and diaspora-related initiatives.
11. Other related measures to increase implementation capacities.

Required Qualifications and Experience:

Education:

- Completed an advanced university degree from an accredited academic institution in Humanities, political sciences, social sciences, legal studies, security, public administration, economics, and other related areas. Advanced university degree in legal studies is preferable and will be considered an asset.

Experience and skills:

- At least 3 years of relevant professional experience.
- Recent experience in the conduct of similar assignments is considered an asset.
- Relevant experience related with coordination among institutions is preferred.
- Experience in institutional processes analysis, related policy documents, and strategic documents drafting, data collection, processing, analyse 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 – behavioural 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 and verification of residency, visa and authorizations by the concerned Government, where applicable.

How to apply:

Interested candidates are invited to submit the following (all in English language) indicating the Reference Code (**CON 2024/04** with a subject line "**Local consultant to support the Albanian S3 team on diaspora coordination in the framework of the S3 strategy**") 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.