

Vacancy Notice

VN-SL GCM/TA_001

IOM is committed to a diverse and inclusive environment.

No Fees: IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training or other fee). IOM does not request any information related to bank accounts.

Applications from qualified female candidates are particularly encouraged.

1. **Position Title:** International Consultancy for the development of a National GCM Implementation Plan for Sierra Leone
2. **Duty Station of the Consultancy:** Home-based with at minimum two travels to Freetown, Sierra Leone
3. **Duration of Consultancy:** 180-days from signature of contract
4. **Nature of the consultancy:** The objective of this consultancy is to provide technical guidance and support to the development of Sierra Leone's National Implementation Plan for the Global Compact for Safe, Orderly and Regular Migration (GCM), aligned with the vision and guiding principles of the GCM, and to support the establishment of a National Coordination Mechanism on migration with the mandate to implement, follow-up and review the GCM. The main responsibility of the Consultant will be to provide overall guidance to the process of developing and validating Sierra Leone's GCM National Implementation Plan and National Coordination Mechanism, working in close coordination with the line Ministries, Departments and Agencies of the Government of Sierra Leone, IOM, as well as related stakeholders.
5. **Project Context and Scope:** The GCM was adopted at the Intergovernmental Conference in Marrakech, Morocco, and subsequently endorsed by the General Assembly in its resolution 73/195 of December 2018. The Global Compact sets out a cooperative framework for achieving safe, orderly and regular migration, including 10 overarching guiding principles and 23 objectives with attendant actions and a process for its implementation, follow-up and review, as well as guidance for support from the United Nations system.

According to the UN Department of Economic and Social Affairs (UNDESA), the estimated number of international migrants is nearing 272 million. Over the past several decades, migration has become increasingly complex, due in part to political, environmental and socioeconomic changes in countries of both origin and destination. In this context, the GCM is based on the recognition that no single State can effectively govern migration without principled and effective international cooperation. The GCM creates a comprehensive 360-degree approach, and a common language, for discussing migration and provides tools for implementing well-governed migration policies.

Over the years, migration dynamics have become more complex in Sierra Leone, due to the country's history, and the regional framework on free movement. Sierra Leone is primarily a source country for migration towards mainly West, Central and North Africa as well as the Gulf and Middle East. Considering the broader implication that migration has towards security, social cohesion and development, its governance and management is paramount and must be anchored on solid governance framework and institutional

mechanisms.

The country has made some major progress on migration governance. At national level, migration is increasingly a priority, as stated in the Medium-Term National Development Plan 2024-2030 of the Government of Sierra Leone. In May 2018, the Ministry of Foreign Affairs and International Cooperation, in collaboration with IOM and other partners, organized a national consultative meeting that discussed and presented a national consensus on issues of migration of higher priority to Sierra Leone. This process led to two national GCM reviews (2020 and 2022). In addition to these, the Government has conducted four Voluntary National Reviews (VNRs) of the SDGs.

As reflected in the 2022 National Migration Policy, the Government of Sierra Leone recognizes the need for a comprehensive approach to human mobility and enhanced cooperation at national and global levels as called for in the GCM. Sierra Leone is the most recent member of the GCM champion country initiative, highlighting the country's commitment to accelerate the GCM implementation and review, and to reinforce inter-governmental coordination structures.

The Government of Sierra Leone, through the country's UN Network on Migration has requested support to develop a GCM National Implementation Plan and establish a National Coordination Mechanism on migration to support the implementation, follow-up and review of the GCM. The support is made possible through the GCM's Demand-driven Facility, which provides short-term technical assistance and capacity building to governments, stakeholders, and the UN system to advance GCM implementation. Steps taken will be guided by the UN Network on Migration's [6-step guidance to support GCM implementation](#). This action is funded by the European Union (EU) under the Building Migration Partnerships programme.

6. **Organizational Department / Unit to which the Consultant is contributing:** Migration Governance, Programs Unit. The Consultant will work under the direct supervision of the Head of Office of IOM Sierra Leone, who doubles as the chair of the UN Network on Migration in Sierra Leone. Satisfactory completion of the deliverables and final submission will be subject to approval of the Government of Sierra Leone and IOM. Coordination with line MDAs of the Government of Sierra Leone should be maintained through regular updates on work progress (either through email, in-person and virtual meetings), or as needed, submitted to IOM.
7. **Category B Consultants: Tangible and measurable outputs of the work assignment:** In accordance with the timetable, the consultant will provide the following deliverables:
 - First Deliverable: Inception report including methodology and workplan, validated by the Government of Sierra Leone and IOM
 - Second Deliverable: Review and approval of first draft report of the National GCM Implementation Plan by the Government of Sierra Leone and IOM
 - Third Deliverable: Validated National GCM Implementation Plan, including publishable report and powerpoint summarizing the processes leading to the National GCM Implementation Plan and the establishment of the National GCM Coordination Mechanism/Group; as well as corresponding budget and monitoring and evaluation framework to support implementation of the GCM.
6. **Performance indicators for the evaluation of results**
 - Deliverables are submitted in a timely fashion.
 - Ensure that deliverables are consulted with key partners.
 - Written deliverables are concise.
 - Deliverables are aligned with the Network's 6-step guidance.

7. Payment plan

Payment to the consultant will be made in three instalments upon satisfactory completion of the following deliverables:

- First instalment: 15% upon submission of inception report including methodology and workplan, validated by the Government of Sierra Leone and IOM
- Second instalment: 35% upon review and approval of first draft report of the National GCM Implementation Plan by the Government of Sierra Leone and IOM
- Third instalment: 50% validated National GCM Implementation Plan, including publishable report and powerpoint summarizing the processes leading to the National GCM Implementation Plan and the establishment of the National GCM Coordination Mechanism/Group; as well as corresponding budget and monitoring and evaluation framework to support implementation of the GCM

8. Education, Experience and/or skills required

Education:

Postgraduate degree in migration / social and / or political sciences, or relevant work experience.

Experience:

- At least eight years of relevant professional experience of working in migration governance.
- Advanced knowledge of migration and cross cutting issues.
- Demonstrated ability to draw lessons from relevant international, regional and national practices and processes.
- Excellent presentation, oral and written communication skills.
- Proficiency in English and good analytical, drafting skills.
- Ability to deliver according to specified timeline while maintaining high quality output.
- Strong organizational, analytical and writing skills.
- Prior experience in developing a National GCM Implementation Plan and sound knowledge of Migration Governance are a distinct advantage.
- Knowledge of and experience in West Africa is an advantage.

9. Travel required

Yes

10. Values and core 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.

Core Competencies – behavioural indicators

- **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.

11. How to Apply

Interested candidates are invited to submit their applications to iom-recruitment-sl@iom.int with the subject line, “**Application: National GCM Implementation Plan Consultancy**”, with the following attachments in PDF; (i) Curriculum vitae, (ii) Cover letter, (iii) Contact details of referees which shall be organizations for whom you have worked for and (iv) Proposed Workplan and Budget. Deadline for submission is **30th October 2024**. IOM only accepts duly completed applications to the email address. Only shortlisted candidates will be contacted by IOM.