



International Organization for Migration (IOM)
The UN Migration Agency

Open to Internal and External Candidates

Position Title : **Consultant – Cross Border Cooperation**
Duty Station : **IOM Libya in Tunis office**
Type of Appointment : **Six months with possibility of extension**
Estimated Start Date : **As soon as possible**

Closing Date : **March 30th, 2020**

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, 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. Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

Context:

The North-Eastern Africa region is confronted with complex migratory flows, with both the Western and Central Mediterranean routes remaining very active and the most used for migratory flows towards Europe in 2019. As a clear evidence, only by 7 March 2020, a number of 2405 migrants were return to Libya by Libyan Coast Guard, a sharp increase when compared with the figures of the similar period of last year.

Countries in the North-African area, and Libya in particular, are challenged by inefficient border management and security measures, especially along the Southern borders, facilitating high mixed migration flows, flourishing trafficking in persons and cross-border movements of armed radical groups, and posing both national and regional threats, with negative consequences for the security conditions, the wellbeing of the civil population and trade exchanges across the Sahel region.

Libyan border management and migration management mechanisms are currently marred by limited human resources, ineffective working procedures, absence or inadequate coordination and cooperation mechanisms between responsible institutions and with the neighbouring countries, as well as the absence of integrated or joint operational activities. However, in 2018 Libya signed a cross-border cooperation agreement with Niger, Chad and Sudan, that now provides the platform to be utilised jointly for enhancing border management and migration management measures and processes.

IOM has a substantial presence in all Libya's neighbouring countries and works within various programmes in close partnership with the governments, enhancing the capacities of relevant authorities to respond to challenges related to migration management. For IOM Libya, one of the areas of engagement relates to the provision of support for enhancing the cooperation with neighbouring countries along the migratory routes, through joint assessment, joint analysis, identifying synergies and facilitating the establishment of effective cooperation mechanisms. This approach supports national authorities in developing more effective working procedures and better preparing for managing effectively emergency situations, including those related to rescuing migrants in distress in the desert, while ensuring protection of vulnerable categories.

Core Functions / Responsibilities:

OBJECTIVE

The objective of the consultancy is to provide technical and operational support to IOM Libya's implementation of cross border cooperation activities in the South of Libya by facilitating a solid knowledge base in a comprehensive manner, based on best practices and in cooperation with IOM offices in neighbouring countries. In particular, while continuing to build synergies and identify modalities for improved delivery of results, this consultancy will facilitate cross-border joint assessments, enhance the shared knowledge of the situation along migration routes in remote areas where frequent crossings of borders are registered and enable engagements with border communities and officials of neighbouring countries. Under the overall guidance of the Chief of Mission and the direct supervision of the Programme Manager for IBM/SAR/TC, the successful candidate is expected to:

1. Analyzing the current context in South Libya and North Niger, taking stock of humanitarian engagement and the progress in project implementation and identifying opportunities for engagement for IOM Libya related to mixed migration management;
2. Reviewing existing legal framework in Libya and Niger and cross-border cooperation mechanisms and arrangements between the two countries as well as the available literature referring to the environment in the South of Libya and identifying entry points for cross-border cooperation.
3. Identifying synergies between IOM Libya and IOM Niger programming in South Libya and North Niger in the areas of migration management, cross border cooperation, data management, search and rescue in the desert.
4. Review ongoing capacity building initiatives in Libya and Niger and draft recommendations for regional, cross-border initiatives or joint trainings on topics related to the management of mixed migration flows.
5. Supporting the organization of joint scoping visits, assessments and evaluations in Southern Libya, including by facilitating the access through North Niger, pending favorable security situation and necessary approvals.
6. Identifying opportunities for engagements and exchanges with border communities and local stakeholders in South Libya and designing initiatives targeting them, based on lessons learned and best practices identified elsewhere.
7. Enhancing cooperation between Libyan and Nigerien authorities on operational exchange of information (including on missing persons), development of a shared knowledge base, migration data management, search and rescue in the desert, through direct interaction and potential establishment of formal coordination mechanisms.
8. Facilitating exchange of best practices and consultations between Niger Civil Protection, Niger MoI, Libyan MoI and Libyan Red Crescent.
9. Any other tasks entrusted by the programme manager.

Tangible and Measurable Outputs of the Work Assignment and Realistic Delivery Dates

Deliverables are expected to be drafted in English

By end of Month 1

1. Finalize a Concept Note for LRC and Libyan Mol study visit in Niger to gain substantial knowledge of the SARD concept of operations;
2. Finalize a Concept Note for joint scoping visit in North Niger, in cooperation with IOM Niger and with participation of IOM staff and national stakeholders;

By end of Month 2

3. Finalize the Concept Note for engagement and coordination with border communities in South Libya;
4. Draft a report based on desk review of formal and informal cross-border cooperation mechanisms and arrangements between Libya and Niger;
5. Draft a concept Note on regional or cross-border initiatives, joint trainings or capacity building interventions on topics related to management of mixed migration flows;

By end of Month 3

6. Organize the joint scoping visit in North Niger in cooperation with IOM Niger and with the participation of IOM staff, national stakeholders and draft and submit the Final Report;
7. Finalize the Terms of Reference and the workplan for cross-border assessments in South Libya in the context of mixed migration flows;

By end of Month 4

8. Finalize the Terms of Reference and the workplan for a study on data and information resources for missing migrants in the desert, in cooperation with IOM Niger and GMDAC;
9. Draft a Concept Note, support the organization of a joint meeting between Libyan and Niger counterparts on management of mixed migration and cross border cooperation, including information and best practices between Niger Civil Protection, Niger Mol, Libyan Mol and Libyan Red Crescent, and submit the Final Report;

By end of Month 5

10. Organize and facilitate the LRC and Libyan Mol study visit in Niger to gain substantial knowledge of the SARD concept of operations and draft and submit the Final Report;
11. Organize a first coordination meeting with border communities in Southern Libya;

By end of Month 6

12. Submit a Final Report on the first coordination meeting with border communities in South Libya including recommendations on priorities to be considered for future interventions;
13. Finalize Technical Specifications for equipment utilized in search and rescue operations in the desert;

Performance indicators for evaluation of results

The consultant's performance will be evaluated against the following criteria: timeliness, responsibility, initiative, communication and quality of products delivered.

1. Satisfactory completion of tasks indicated in this ToRs.
2. Quality of the desk review and description of the context.
3. Quality and strategic orientation of concept notes and Terms of Reference.
4. Number and quality of thematic reports related to migration drafted.

Required Qualifications and Experience

- The suitable candidate must be available immediately and meet the following qualifications:
- Master's degree (or equivalent) in migration related field, humanitarian action or other relevant discipline from an accredited academic institution.
- Minimum of 2 years of working experience in humanitarian settings;
- Minimum 1 year of working experience in the area of humanitarian border management;
- Previous working experience in North-Africa or Sahel region in humanitarian affairs with particular knowledge of migration and political dynamics along the CMR;
- Demonstrated experience in working with authorities involved in border management and search and rescue;
- Research experience as well as with working with public institutions;
- Proven analytical, interpersonal and organizational skills;

Languages

Fluency in **English, Arabic** and **French** is required.

Required Competencies

Values

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintain 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 *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

Any offer made to the candidate in relation to this vacancy is subject to funding confirmation.

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.

Only candidates residing in either the country of the duty station or from a location in a neighbouring country that is within commuting distance of the duty station will be considered. In all cases, a prerequisite for taking up the position is legal residency in the country of the duty station, or in the neighbouring country located within commuting distance, and work permit, as applicable.

This position is a full-time home-based consultancy with potential travel to Libya and Tunisia as required.

The consultant must adhere to the International Organization for Migration (IOM) Data Protection Principles (IN/138) and maintain confidentiality.

The consultant will be responsible to follow IOM writing guidelines and latest glossaries in all given assignments for accurate translation

How to apply:

Interested candidates are invited to submit their updated CV with a cover letter to hrdlibya@iom.int, by 30 March 2020 at the latest, mentioning the job title in the subject line. Emails without such indication will not be considered.

Only shortlisted candidates will be contacted.

Posting period:

From 16.03.2020 To 30.03.2020