International Organization for Migration (IOM)
The UN Migration Agency

Internal and External Candidates

Position Title	:	**Consultant – Labour Market Research**

Duty Station	:	**Homebased**
Type of Appointment	:	**5 months**
Estimated Start Date	:	**As soon as possible**
Closing Date	:	**13 May 2024**

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:

Given the ongoing socio-economic and political challenges in Libya, IOM is actively working to enhance its Private Sector Engagement (PSE) in the country through its Labour Mobility and Social Inclusion (LMI) programming. Recognizing the private sector's potential as a sustainable development partner, IOM is currently focused on forging close collaborations with promising companies, aiming to link these companies with foreign and Libyan youth seeking employment opportunities. This work goes hand-in-hand with initiatives aiming to enhance foreign and Libyan youth skills, through the rehabilitation of Technical and Vocational Training (TVET) centres and the development of IOM's Youth Employment One-Stop-Shop (YESS) centres in Tripoli, Benghazi and Sebha.

To ensure the relevance of trainings provided, IOM conducted several research studies aiming to understand skills gaps in the Libyan labour market, among them a nation-wide Labour Market Assessment (LMA) published in 2021 and a comprehensive study on private sector dynamics and opportunities for private sector, published in 2024. Considering growing skills development portfolio in the LMI unit, IOM currently plans to develop a rapid research toolkit, which will help appraise labour market dynamics at the level of

municipalities or localities, thereby informing IOM programming in real-time and maximizing its impact.

- Under the general supervision of the Labour Mobility and Social Inclusion (LMI) Programme Manager and the direct supervision of the Policy and Research Officer, the incumbent will develop this labour market research toolkit and support LMI team with its implementation.

1. **Organizational Department / Unit to which the Consultant is contributing:**

   IOM Unit: Labour Migration and Social Inclusion Unit

   Project Name:
   - DP.2537: Protection Libya – Phase III (NDICI)
   - RA.0124: Support for Vulnerable Mobile Population

2. **Category B Consultants: Tangible and measurable outputs of the work assignment IOM**

The Consultant will have the following responsibilities:
- With the support of the LMI Project Assistant (Research and Labour Market Analysis), develop a hands-on data collection and research toolkit to conduct real-time and targeted labour market analysis in Libya. The toolkit should include (1) a research protocol for data collection (including remote data collection) and (2) qualitative/quantitative questionnaires tailored to relevant stakeholders (employers; governmental officials, municipality staff, migrant community leaders; etc.) and (3) a reporting template.
- Present the research protocol and questionnaires to relevant team members;
- Train relevant staff on how to collect labour market data in Libya and/or origin countries. Relevant staff should also be trained on remote data collection methods applicable to labour market research;
- Supervise relevant staff to conduct the first targeted labour market assessment in a locality that will be chosen by the LMI Programme Manager, the LMI Project Officer and the Policy and Research Officer;
- With the support of the LMI Project Assistant, draft report on the first targeted labour market assessment conducted.

Deliverable	Dates	Number of Days	Payment percentage
Research Toolkit, including (1) Research Protocol; (2) Tailored Questionnaires and (3) Reporting Template Powerpoint Presentation summarizing research	30 June 2024	20 days	30%

protocol			
PowerPoint Presentation - Data collection training	31 August 2024	20 days	30%
Final Report – Localized Labour Market Assessment in chosen locality	30 September 2024	20 days	40%

3. **Performance indicators for the evaluation of results**
- Quality of the presentations (e.g. accuracy of results; conciseness and clarity of presentations; etc.);
- Punctuality of the submission of the deliverables;
- Level of adherence to the objectives;
- Periodic and regular update on the progress;

4. **Education, Experience and/or skills required**
- A minimum of 5 years of work experience working on research, analysis and dissemination of research results related to labour market analysis.
- Experience developing research toolkits, preferably related to labour market analysis.
- Excellent drafting, presentation and facilitation skills; including previous experience providing insights on public speaking.
- Good understanding of labour migration policies and existing good practices, within the North African context is an advantage.
- Experience with training junior staff on labour market research and data collection methods.
- Capacity to work effectively and harmoniously with colleagues from varied cultures and professional backgrounds.

5. **Travel required**

    No
6. **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 withorganizational principles/rules and standards of conduct.
- **Professionalism**: demonstrates ability to work in a composed, competent and committed manner andexercises careful judgment in meeting day-to-day challenges.

Languages

- For all applicants, fluency in English and Arabic is required.

Core Competencies – behavioural indicators

- **Teamwork**: develops and promotes effective collaboration within and across units to achieve sharedgoals and optimize results.
- **Delivering results**: produces and delivers quality results in a service-oriented and timely manner; isaction-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 complexmatters 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.

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

How to apply:

Interested candidates are invited to submit their updated CV with a cover letter to hrdlibya@iom.int, by 13 May 2024 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 29.04.2024 to 13.05.2024