

## Annex 2 - TERMS OF REFERENCE

VN/OIM/2023/008

1. **Duty Station of the Consultancy:** Rabat, Morocco
2. **Duration of Consultancy:** 2 months
3. **Nature of the consultancy:** The main objective of this consultancy is to design and develop a joint database and a dashboard to AMO and UMA to serve as a regional data hub for migration and monitor the movements of migrants in the Arab Maghreb region. In this frame, the consultant will work closely with IOM programme manager and key team members from AMO and UMA.
4. **Project Context and Scope:** The African Regional Migration Program, funded by the US State Department's Bureau of Population, Refugees and Migration (ARMP) and implemented in partnership with the Directorate of Migration Affairs of the Ministry of Foreign Affairs, African Cooperation and Moroccans Residing Abroad, and the National Commission for the Coordination of Measures to Combat and Prevent Human Trafficking. This program aims to strengthen the capacity of governmental and non-governmental actors to identify and respond to the individual needs of migrants in vulnerable situations, while reinforcing coordination, cooperation and partnerships.
5. **Organizational Department / Unit to which the Consultant is contributing:** Governance and Data Unit
6. **Category B Consultants: Tangible and measurable outputs of the work assignment**

Under the overall guidance of the Director of the AMO in collaboration with the Director of Political Affairs of UMA, the consultant is expected to undertake the following activities in order to design and develop a joint database and a dashboard to AMO and UMA to serve as a regional data hub for migration and monitor the movements of migrants in the Arab Maghreb region :

- Develop the methodology to be used for the achievement of the work. The consultant is expected to suggest a methodology preferably based on mixed methods of information gathering. The consultant will sit with the programme manager and with relevant team members and partners to design the needs of the database and then formulate recommendations.
- Determine the list of indicators to ensure a better monitoring and reporting on the migration and mobility phenomenon.

The consultant shall submit the following deliverables:

1. **First deliverable** : An inception report including methodology and documentary assessment
2. **Second deliverable** : recommendation of a design model for the best data choice and design draft.

#### 7. Performance indicators for the evaluation of results

- Provide an inception report including a methodological and documentary assessment taking into consideration the needs highlighted by AMO and UMA as well as IOM requirements. This report should include the exact methodology to be adopted for the creation of the joint database and dashboard.
- Provide a recommendations documents outlining a design model for the best data choice and design draft based on the needs the AOM and UMA.

#### 8. Education, Experience and/or skills required

Experience in developing/designing database and train on use of database. Both institutions and individuals are eligible to apply.

The consultant should have the following qualifications:

##### Education

- Master's degree in informatics with 5 years of experiences
- Bachelor degree in informatics with 8 year of experiences

##### Experience and skills:

- Proven experience in designing and developing database, preferably for international organization, governments or major companies;
- Experience in working on migration data hubs or any other relevant disciplines is a plus;
- Significant professional experience working with Arabic speaking participants and full ability to communicated & design the data hub in Arabic & French, English will be of added advantage;
- Proven knowledge of big data systems to generate migration data;
- Proven knowledge of migration dynamics and migration data matters in Africa is considered an advantage;
- Abilities to work under pressure and meet deadlines;
- Strong analytical, writing, editing and communication skills;
- High level of computer literacy and MS Office applications;
- Ability to manage time efficiently, effectively handle multiple tasks and competing priorities, as well as meet tight deadlines.

## 9. Travel required

N/A

## 10. 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.

### HOW TO APPLY:

Interested candidates are invited to submit their

- CV/Resume
- Cover letter and two references
- Technical and financial proposal

to [iomrecrute@iom.int](mailto:iomrecrute@iom.int) by June 25th, 2023, midnight at the latest, referring to this advertisement. In order for an application to be considered valid, IOM only accepts profiles duly completed.