



Position Title : **Consultant** (International)
Duty Station : **Khartoum, Sudan**
Classification : **Consultant, Grade OTHE**
Type of Appointment: **Consultancy**
Estimated Start Date: **As soon as possible**
Closing Date: **29 March,2023**

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.

Context:

Background and rationale:

Established in 1951, the International Organization for Migration (IOM) is the UN Migration Agency, leading diverse Programmes in the field of migration. IOM strives to protect migrant workers and to optimize the benefits of labour migration for both the country of origin and destination as well as for the migrants themselves. Through its global network of more than 400 offices, IOM is able to bring together governments, civil society and the private sector to establish labour migration Programmes and mechanisms that balance their various interests, and address migrants' needs. The IOM approach to international labour migration is to foster the synergies between labour migration and development, and to promote legal avenues of labour migration as an alternative to irregular migration. Moreover, IOM aims to facilitate the development of policies and Programmes that are in the interest of migrants and society, providing effective protection and assistance to labour migrants and their families.

IOM has been supporting the Ministry of Labour and Administrative Reforms (MoL) since 2017 in strengthening the labour migration governance in Sudan. IOM provided technical support to the Ministry in drafting the first labour migration policy and action plan for Sudan to ensure the protection of the Sudanese labour migrants abroad and labour migrants in Sudan throughout their migration cycle. In line with that, IOM has been supporting the Ministry in strengthening the ethical recruitment practices through the International Recruitment Integrity System (IRIS) training to recruitment agencies and officials of the MoL to inform them on the IRIS standards and international labour standards to make sure that migrant workers are protected from being exploited or become Victims of Trafficking (VoTs) throughout the recruitment process and in Countries of Destination (CoDs). Moreover, the IRIS workshop generated discussion on existing laws in Sudan and the reality on enforcement of labour laws and regulations and how recruitment agencies and MoL should come together to address the challenges. As a follow up action, IOM conducted a round table discussion bringing recruitment agencies and MoL together to discuss the pressing challenges and how these can be addressed to ensure the best practices of the recruitment of the labour migrants from and to Sudan. Through the joint dialogue, the lack of standardized contract with details required for the labour migrants was identified as one of the issues that needs immediate attention, so migrant workers are aware of their dues, responsibilities and rights.

Against this backdrop, IOM aims to enhance the protection of the Sudanese labour migrants and labour migrants to Sudan by providing rights-based standard contract for Sudanese migrants and foreign migrants to Sudan.

IOM is seeking to hire an international consultant to develop a standardized contract for the Ministry of Labour to follow when recruiting labour migrants to Sudan or when negotiating BLAs with CoD as a model work contract which is to be used by employers in main CoD.

Core Functions / Responsibilities:

Under the overall supervision of the Chief of Mission and Deputy Chief of Mission, IOM Sudan and the direct supervision by the Migrant Protection and Labour Migration (PXD/LMI) Programme Coordinator and in coordination with the Technical Working Group (TWG), the Consultant will perform the following tasks:

- Develop a workplan on the deliverable and methodology of the assignment.
- Conduct desk research including assessment on Sudan's existing contracts for migrants through recruitment agencies and MoL and suggest recommendation which feed into outlines of the standard contract aligned with the laws and legislations that govern contract issuance.
- Develop a standard contract following the international law and ILO standards.
- Deliverables are expected to be drafted in English and translated to Arabic.
- The consultant is required to submit draft documents to IOM Sudan team and LMI RTS for review and comments in line with the agreed delivery schedule.
- One (1) travel to Sudan might be expected to present the assessment findings, recommendations and the standard contract to recruitment agencies and MoL. However, this travel is subject to security situation in Sudan.

Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Graduate degree or master's degree in Economic Studies or International and development studies.

Experience

- 10 – 15 years of experience in the field of research and analysis.
- Excellent written and oral communication skills in English and Arabic
- Strong analytical skills.
- Demonstrated ability to work and communicate effectively with government authorities, international institutions, NGOs, and academia.
- Ability to work independently in a multi-task and multi-deadline environment.
- Flexibility to accommodate multiple feedback from diverse stakeholders.

Skills:

- **Strong analytical skills.**
- **Demonstrated ability to work and communicate effectively with government authorities, international institutions, NGOs, and academia.**
- **Ability to work independently in a multi-task and multi-deadline environment.**
- **Flexibility to accommodate multiple feedback from diverse stakeholders.**

Languages

- Excellent written and oral communication skills in English language is required. Working knowledge in Arabic language is advantageous.

Competencies:

The incumbent is expected to demonstrate the following values and competencies:

Values :

all IOM staff members must abide by and demonstrate these three 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 – behavioral indicators level 3

- **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.

Managerial Competencies – behavioral indicators level 3

- Leadership: provides a clear sense of direction, leads by example, and demonstrates the ability to carry out the organization’s vision; assists others to realize and develop their potential.
- Empowering others & building trust creates an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.
- Strategic thinking and vision: work strategically to realize the Organization’s goals and communicates a clear strategic direction.

Other:

APPLICATION PROCESS

The interested applicant is invited to submit to IOM Sudan specific documents as stated below:

- An updated CV, overview of previous employment undertaken and contact details, accompanied by a cover letter detailing the applicant’s motivation.
- The appointment is subject to funding confirmation.
- Appointment will be subject to certification that the candidate is medically fit for appointment.
- No late applications will be accepted.

Other:

- IOM has zero tolerance with discrimination and does not discriminate to HIV/AIDS status.
- This position is open to international ONLY.
- **Vacancy close at 23:59 local time Khartoum, Sudan on the respective closing date. No late applications will be accepted.**

How to apply:

- Interested candidates are invited to submit their applications via email: sudanhrdept@iom.int, by 29 March 2023, referring to this advertisement.
- In order for an application to be considered valid, IOM only accepts online profiles duly completed. Only shortlisted candidates will be contacted.

Posting period:

[From 15 March 2023 -29 March 2023](#)

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 account.