



Position Title : **Consultant**,  
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:**

IOM has formulated a comprehensive strategic approach centered on the 3Es for action: to enable, engage and empower diaspora communities, and promote them as agents for development with each area involving a range of interventions by governments and other stakeholders, supported by IOM through policy advice and programming.

Diaspora engagement has always been a priority to the government of Sudan as there are many Sudanese living abroad estimated at four to five million. Their expertise and contribution can support tremendously in the development of the country through the transfer of knowledge and financial contributions.

Working with diaspora continued to be a priority during the transitional period in 2019 in connection with development of Sudan. During the UN General Assembly in 2019, the previous Sudanese Prime Minister addressed the UNDP and requested their support to improve diaspora engagement efforts in Sudan. Furthermore, the former Acting Minister of Foreign Affairs addressed IOM's Director General in September 2020 requesting IOM's support to the government in this regard as well. In May 2021, IOM organized a high-level delegation visit to Sudan from its Regional Office (RO) in Cairo and Headquarters in Geneva to assess the needs and readiness of relevant government agencies in terms of diaspora engagement.

Through its global network, IOM improves the links between the Sudanese diaspora abroad and the institutions in Sudan, by building a network, enhancing the dialogue and bringing new opportunities through skills transfer and financial investments to contribute to the socio-economic development in Sudan.

As the UN Migration Agency, IOM Sudan has played a significant role in facilitating engagement between the Sudanese diaspora and Sudan. IOM Sudan had several initiatives engaging the Sudanese diaspora in building capacities of national institution. IOM implemented the Temporary Return of Qualified National (TRQN) from 2006 – 2012 and 2014 - 2016 through which Sudanese experts from the Netherland and other EU countries contributed to the advancement of the government and non-government institutions through the transfer of knowledge.

Diaspora always showed their willingness to help the country, but they lacked the information and the means on how to support and where the support should be directed. In 2021, IOM conducted a scoping mission to the UK to meet with diaspora groups and members to understand their interest in contributing to the country as well as the interest of the second and third generation. One of the common issues was lack of information such as priority sectors and how they can contribute including transfer of knowledge or investment mechanisms.

In order to address this gap and produce evidence-based data for diaspora engagement programming in the future, IOM is seeking to hire a national consultant to conduct an assessment on main sectors that would benefit from the contribution of the diaspora and asses the means to facilitate their financial contribution for investment.

## **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.
- Desk research on the existing materials such as Sudan National Plans, Interim Cooperation Framework (ICM 2024 – 2026) which identify the gaps and needs in main sectors in the country. Also, assess national policies, strategies and regulation that promote diaspora's engagement for investment and development.
- Conduct Key Informant Interviews with the selected priority sectors that will benefit for diaspora's contribution.
- Draft a white paper on the finding of the assessment.
- Present the finding in a workshop to relevant stakeholders.
- Submit the final report reflecting the recommendations from the workshop.

## ***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.

#### **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 ONLY Sudanese nationals and those authorized to live and work in Sudan according to Sudanese regulations.
- **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: [sudancareer@iom.int](mailto:sudancareer@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.