

**Call for Curricula – Consultant/Thematic Expert on Labour Inclusion of TCNs
CFCV 2021 40**

I. INFORMATION on the assignment	
Title of Assignment	Consultant/Thematic Expert on Labour Inclusion of TCNs
Section	Integration
Location	Remote working
Duration	2 months
CFCV Closing Date	January 16, 2021
Start date	As soon as possible

II. ORGANIZATIONAL CONTEXT AND SCOPE

The DG HOME-funded Project, Includ-EU, has the objective to contribute building more inclusive European societies by enhancing transnational knowledge and experience sharing, cooperation and partnerships between local and regional authorities from Greece, Italy, The Netherlands, Romania, Slovenia and Spain. One of the components of the Project aims to the enhancement of local and regional actors’ knowledge and capacities to implement innovative integration measures, by analysing integration practices to distil policy recommendations, and offering tailored capacity building opportunities.

In light of this, the International Organization for Migration (IOM) is looking for a **consultant to support the development of the thematic briefing on good practices on labour inclusion of Third Country Nationals (TCNs).**

III. RESPONSIBILITIES AND ACCOUNTABILITIES

Under the overall/direct supervision of the IOM Project Management Team in Rome, in close coordination with the IOM Focal Points and the Regional Thematic Specialist, the consultant will harmonize and consolidate the results of the mapping exercise into a thematic document, as envisaged within the Includ-EU project. Specifically, the consultant will:

- a) Undertake extensive literature review, starting from an overview of the current legal and policy contexts in the 6 EU countries concerned;
- b) Consolidate the results of the mapping on existing and past integration practices implemented at local/regional level that rely on multi-stakeholder, multi-level and public-level partnerships developed;
- c) Engage relevant local and regional stakeholders in order to collect their feedback on the promising initiatives identified;
- d) Elaborate, with guidance from IOM Project Management Team and the IOM Focal Points, the thematic briefing;

- e) Present and discuss the thematic briefing through a structured session in the regional thematic workshops which will be organized;

In carrying out the above tasks, the consultant will respect IOM's Data Protection Principles as well as other relevant guidelines for publication.

IV. DESIRABLE QUALIFICATIONS AND EXPERIENCE

Education, Professional experience and other requirements:

- Masters Degree in Political or Social Sciences, International Relations, or Law;
- Ph.D. in Political or Social Sciences, International Relations, or Law will be considered an asset.
- Five years' work experience on Research development and management;
- Five years' work experience on migration-related Research, specific experience on integration, employment and social policies, including skills assessment and entrepreneurship, human rights will be considered an asset;
- Experience in conducting studies based on qualitative and quantitative interviews and data analysis;
- Experience in organizing seminars/events for the dissemination of Publications;
- Experience in working with vulnerable groups is an advantage;
- Experience with International Organizations, NGOs, Italian Institutions is an advantage;
- Experience in supporting transnational projects is an advantage;
- Valid European Union working permit (for non-EU candidates).

V. LANGUAGES

- Fluency in written and spoken **English and at least another language** among **Italian/Spanish/Slovenian/Romanian/Dutch**.

VI. COMPETENCIES

- **Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.
- **Teamwork:** Works collaboratively with colleagues to achieve organizational goals. Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others. Places team agenda before personal agenda. Supports and acts in accordance with final group decision, shares credit for team accomplishments and accepts joint responsibility for team shortcomings.
- **Planning & Organizing:** Develops clear goals that are consistent with agreed strategies. Identifies priority activities and assignments; adjusts priorities as required. Foresees risks and allows for contingencies when planning. Monitors and adjusts plans and actions as necessary. Uses time efficiently.
- **Client Orientation:** Considers all those to whom services are provided to be "clients" and seeks to see things from clients' point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients' needs and matches them to appropriate

solutions; monitors ongoing developments inside and outside the clients' environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

- **Research:** elaborates tools and procedures to conduct qualitative/quantitative interviews with neutrality and professionalism; builds and maintains strong relationships with different stakeholders, especially in Academia and Government; lists and works with flexibility, integrity and professionalism.
- **Applying Technical Expertise:** Applies specialist and detailed technical expertise; demonstrates an understanding of different organizational departments and functions.

Interested candidates shall submit (i) their Curriculum Vitae and a cover letter, both in English, together with (ii) a brief document (one/two pages maximum, in English) outlining main challenges and priorities for labour inclusion of TCNs, to the following e-mail address: applicationsiomitaly@iom.int by January 16, 2022 specifying as subject: **CFCV 2021 40 Consultant on Labour Inclusion of TCNs**

*Candidates who do not possess the above requested qualifications will not be taken into consideration.
Only pre-selected candidates will be further contacted for the interview.
Any offer made to the candidate in relation to this Call for CV is subject to funding confirmation.*

Posting period: From 14.12.2021 to 16.01.2022.