



Open to internal and external candidates

TERMS OF REFERENCE

Position Title	: Consultant
Duty Station	: Patos de Minas, Brazil
Classification	: N/A
Type of Appointment	: Consultancy
Estimated Start Date	: As soon as possible
Closing Date	: 31 August 2023

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and works closely with governmental, inter-governmental and non-governmental partners. With 175 member states, a further 8 states holding observer status and offices in over 100 countries, IOM, the UN Migration Agency, 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. Brazil is a Member State of IOM since 2004.

Context

IOM in Brazil with funding from the United States Agency for International Development (USAID) is currently implementing the project “Economic Integration of Vulnerable Nationals from Venezuela in Brazil”. The project aims to contribute to the economic integration of vulnerable nationals from Venezuela and other neighbouring countries in Brazil by ensuring access to sustainable livelihoods and employment opportunities. This will be achieved through cooperation with the private sector, government bodies and civil society partners. Through capacity-building activities of private sector employers and local stakeholders, the project aims to ensure that they have the capacity to hire, support, integrate and absorb migrants in their companies and communities. The project will secure the development of capacities of stakeholders on socio-economic integration and protection of migrants ensuring the longer-term sustainable impact.

The project supports the Government of Brazil’s broader “interiorization” program which relocates willing Venezuelans from the remote border region of Roraima to larger population centres. In particular, the action will be implemented in the following states: Federal District, Mato Grosso, Goiás, Paraná, Rio de Janeiro, Rio Grande do Sul, Santa Catarina, Pernambuco, Ceará, Bahia, Rio Grande do Norte, Paraíba, Minas Gerais, and São Paulo.

Under the overall supervision of IOM Brazil Chief of Mission and the direct supervision of the Project Manager in Brasília and the Project Coordinator in Minas Gerais, the Consultant will be

Organização Internacional para as Migrações (IOM)

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based in the city of Patos de Minas and will be responsible for supporting socio-economic integration activities in the state.

Objective: Support implementation of IOM “Economic Integration of Vulnerable Nationals from Venezuela in Brazil” project, carrying out activities to promote protection and local integration of migrants from Venezuela and other neighboring countries.

Responsibilities and Accountabilities

1. Support the reception and integration of Venezuelan refugees and migrants supported by the Job Placement Modality in Government Relocation Strategy (“Estratégia de Interiorização”), in coordination with IOM’s Project Coordinator.
2. Support mapping private sector actors who are willing to engage with the economic integration of migrants.
3. Plan and organize training/workshop on ethical recruitment of migrants mixing the themes of ESG and Agenda 2030/SDGs.
4. Participate in meetings, events, and other related activities.
5. Support in outreach activities with private sector partners to enhance employment opportunities for migrants.
6. Aide the developing and dissemination of informational materials from IOM.
7. Support the monitoring process of the integrations of Venezuelans in the assigned territory, maintaining direct contact with migrants.
8. Undertake site visits and duty travel as required.
9. Develop and present a methodology, workplan and timeline for the development of the above-mentioned activities.
10. Support collection of data and reports elaborations and systematizations.
11. Assist the Project Coordinator with the preparation of reports, ensuring proper information exchange on all operational aspects of the project.
12. Promote awareness-raising activities and/or visits to local private sector stakeholders.
13. Read and analyse Key IOM Guidelines, Key International Guidelines, Standards, Frameworks and Policies, including other UN System references specially ILO documents, PSEA, and other reference material provided by IOM team.
14. Deliver monthly reports containing the performed activities as well as supporting documentation.
15. Perform other work-related tasks, as required.

Required Qualifications and Experience



EDUCATION

- Degree in Social Work, Human Resources, International Relations, Psychology, or a related field from an accredited academic institution.
- Master's degree in Social Work, Human Resources, International Relations, Psychology, or a related field from an accredited academic institution will be considered a plus.

EXPERIENCE

- Experience in training and capacity building activities.
- Desirable: relevant field experience related to migration, refugee, or statelessness population. Experience with Venezuelan refugees and migrants will be considered a plus.
- A minimum of five (5) years of progressively responsible experience in the field of project.

SKILLS

- Good organizational and communication skills.
- Ability to work with multicultural teams and respect different traditions.

Languages

IOM's official languages are English, French, and Spanish.

REQUIRED

For this position, fluency in Portuguese is required.

DESIRABLE

Working knowledge of Spanish and/or English is desirable.

Competencies

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

VALUES – All IOM staff members must abide by and demonstrate these five values:



Inclusion and respect for diversity: Respects and promotes individual and cultural differences. Encourages diversity and inclusion.

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.

Courage: Demonstrates willingness to take a stand on issues of importance.

Empathy: Shows compassion for others, makes people feel safe, respected and fairly treated.

CORE COMPETENCIES – Behavioral indicators (level 2)

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 actions and delegated work.

Communication: Encourages and contributes to clear and open communication. Explains complex matters in an informative, inspiring and motivational way.



Notes

The appointment is subject to funding confirmation.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances.

How to apply

Interested candidates should send Curriculum Vitae in English (only in pdf format) with at least two and up to three professional references, with names/surnames, e-mails, and professional relationships to iombrazil@iom.int, until August 31st, 2023, stating in the subject field Consultancy – Patos de Minas – MG.

Only shortlisted candidates will be contacted.

Posting period

From 16.AUG.2023 to 31.AUG.2023.