



Vacancy Notice No : CVN 2023/04
Position title : Data collection for IOM-BMZ joint research
Duty Station : Belgrade
Classification : Category B Consultancy
Type of Appointment : Consultancy
Estimated Start Date : 22 March 2023
Closing Date : 12 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.

Project context and Scope

Following the election of the new German federal government, the German Federal Ministry for Economic Cooperation & Development (BMZ) has adopted a feminist approach to development cooperation with a focus on gender and gender-related vulnerabilities. In the same year (2021), IOM and the Maastricht Graduate School of Governance of Maastricht University collaboratively conducted and published the study “Comparative Reintegration Outcomes between Forced and Voluntary Return and Through a Gender Perspective”. Even though the reintegration of women and girls who were assisted to return to their countries of origin and their gendered reintegration experiences have gained more attention, important research gaps persist. Reintegration policies and programmes can benefit greatly from studies that approach gender as a relational issue, considering the experiences of women and girls, but also those of men, boys and people with diverse sexual orientation, gender identities and expressions, and sex characteristics (SOGIESC).

In this context, BMZ and IOM have agreed on joining their efforts to conduct a new study on gendered reintegration experiences and gender-sensitive/responsive/transformational approaches to reintegration assistance. The main objective of this research will be to identify good practices and to make concrete recommendations for policy and programming on the subject. In addition, derived objectives will focus on the assessment of the intersection of gender with relevant socio-economic aspects for the reintegration of migrants, such as: education, age, race/ethnicity, socioeconomic status and physical abilities. The study will result in a research report based on secondary and primary data analysis. The latter includes qualitative data collection by local consultants in five (5) target countries to be selected from a list of BMZ priority countries in West Africa, the Middle East and North Africa, Asia and the Western Balkans.

For this purpose, the IOM is recruiting a consultant to lead qualitative data collection in Serbia, including in-depth interviews and Focus Group Discussions with returnees and non-migrant community members as well as Key Informant Interviews. The consultant will work under the overall supervision of the Program Officer and direct supervision of the Project Assistant (Reintegration), and in close coordination with the Lead Researcher at IOM HQ.

General functions

The study will be coordinated under the Protection Division (PXD) of the Department of Programme Support and Migration Management (DPSMM), which provides protection and assistance to migrants in need, including trafficked persons, smuggled migrants with protection needs, (rejected) asylum seekers, migrants in irregular situations, stranded migrants, unaccompanied and separated migrant children, migrants subjected to violence, exploitation or abuse, and other migrants in vulnerable situations. Within PXD, the Return and Reintegration Unit oversees activities strengthening assisted voluntary return and reintegration frameworks in host countries, countries of transit and origin. These involve the review of current approaches and practices and the adoption of an integrated approach to migrant reintegration, with the objective of addressing the individual, community and structural levels, while also considering cross-cutting issues such as the promotion of gender, migrants' rights, partnership and cooperation.

As part of the Return and Reintegration Unit, technical support will be provided by the Knowledge Management Hub (KMH), which was established in September 2017 under the European Union funded Pilot Action on Voluntary Return and Sustainable, Community-Based Reintegration. Technical and logistical support will also be provided by the IOM Serbia

The consultant hired for the data collection will work an estimated number of 21 working days. The payment schedule is as follows:

First Deliverable: Successfully completed in-person training, including pilot, with the Lead Researcher.

Estimated working days: 1

Second Deliverable: Transcripts and audio recordings of up to 30 semi-structured interviews and up to 8 focus group discussions (including English transcripts, in coordination with IOM Serbia office).

Estimated working days: 20

Single installment payment upon IOM Serbia approval of the first and second deliverable – delivered by email by 10 May 2023.

Output 1: Data collection training

- Activity 1.1: Participate in an in-person training on the qualitative data collection tools with the Lead Researcher
- Activity 1.2: Conduct a limited pilot of the tools together with the Lead Researcher.

Output 2: Data Collection

- Activity 2.1: Participate in identification and selection of participants for interview and FGDs in collaboration with the country office and Lead Researcher.
- Activity 2.2: Conduct semi-structured interviews with returnees
- Activity 2.3: Conduct Focus Group Discussions with returnees and non-migrant community members
- Activity 2.4: Transcribe all semi-structured interviews, focus group discussions and provide copies of all transcripts to lead researcher and country office
- Activity 2.5: Send regular updates to the Lead Researcher, copying the IOM country office focal point and the management team at IOM HQ

Output 3: Post-fieldwork support

- Activity 3.1: Submit the transcripts, audio recordings and reports, prepared with support from IOM Serbia, according to the agreed-on time schedule
- Activity 3.2: Participate in a debriefing meeting with Lead Researcher, country office focal point and HQ management team
- Activity 3.3: Be available to respond to queries from main researcher on the data collected

Travel to communities of return and key informant locations is required for data collection and costs will be covered by IOM.

Desirable Qualifications and Experience:

- Master's degree in Social Sciences, Social Anthropology, Development Studies, Political Sciences, Gender studies, or a related field from an accredited academic institution with 4 years of relevant experience; or
- Bachelor's degree in one of the above fields with 6 years of relevant professional experience
- Experience in conducting qualitative research, particularly in-depth semi-structured interviews, and focus group discussions
- Experience of transcribing interviews into English/French
- Good understanding of the local cultural, socio-economic and political context
- Experience working on migration issues, preferably in the context of return and reintegration
- Strong understanding of gender issues
- Knowledge of migrant vulnerabilities and protection issues

Languages Required

Fluency in English and Serbian

How to apply:

Interested candidates to submit their applications as soon as possible by sending the IOM Personal History form in English language available on IOM Serbia [website](#) and a motivation letter, not more than one page, via email to iombegvacancy@iom.int quoting this respective Vacancy notice number (CVN 2023/04) in the subject.

Only shortlisted candidates will be contacted.

Position is subject to availability of funding

Posting period: From 01.03.2023 to 12.03.2023

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances by the Canadian Immigration. Subject to certain exemptions, vaccination against COVID-19 will in principle be required for individuals hired on or after 15 November 2021. This will be verified as part of the medical clearance process.

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: 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 – behavioral indicators level 1

- 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.