



Vacancy Notice No : CVN 2023/07
Position title : International Legal Consultant on Return and Migration Management
Duty Station : Homebased with official travel
Classification : Category B Consultancy
Type of Appointment : Consultancy
Estimated Start Date : April 2023
Closing Date : 20 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

The International Organization for Migration (IOM) is aiming to support authorities in the Western Balkans to strengthen their administrative procedures and operational practices towards a rights-based, sustainable and digitalized migration and return management. In particular, IOM will provide assistance to authorities in digitalizing their case management processes in the context of readmission, explore possibilities for piloting alternatives to the detention of migrants, and strengthening the services and counselling provided to migrants in return procedures.

In this context, IOM is aiming to develop a standard operating procedure for return and reintegration in the Western Balkans, that would outline the mandate and role of IOM in providing assistance and counselling to migrants in voluntary and non-voluntary return procedures in the Western Balkan context and provide guidance to practitioners in the field providing assistance and counselling to migrants in line with IOMs rules and policies.

Furthermore, considering the need for adequate and rights-compliant care arrangements for migrants, particularly migrant children, in the Western Balkans, IOM will be further supporting the authorities in the region in exploring possibilities for alternative care arrangements for migrants. To establish a baseline for future support for this activity in the region, IOM is aiming to develop a feasibility assessment on alternatives to immigration detention in Albania, as the first pilot country. The aim of the assessment is to explore the legislative possibilities, financial sustainability and operational feasibility for developing a system for the accommodation of migrants that is an alternative to detention and is rights-oriented, effective and non-custodial, with a focus on migrant children and migrants in a vulnerable situation.

Lastly, IOM is aiming to support authorities in the region to digitalize their return and readmission case management systems, while ensuring that the procedures are rights compliant and protection-sensitive. In this context, IOM will be supporting authorities in two countries in the region to establish the model Electronic Readmission Case Management System (eRCMS), developed by IOM as a web-based, secure and user-friendly IT platform that facilitates the return and readmission process as defined in readmission cooperation frameworks. Prior to the roll-out of the eRCMS, IOM is planning to conduct a legal and functional assessment in the targeted countries, which will be identified during the

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implementation period, to effectively map and analyse the relevant legal and operational frameworks and identify potential challenges in the deployment of the eRCMS in the countries.

General functions

Under the overall supervision of the Sub-Regional Migration Management Programme Coordinator of the Western Balkans in Belgrade, Serbia, and the direct supervision of the Sub-Regional Migration Management Programme Officer in Sarajevo, Bosnia and Herzegovina, the Consultant is responsible for the execution of tasks that contribute to the development of the tools and analyses on migration management in the Western Balkans listed below. In particular, the consultant is expected to deliver the following tasks:

Task 1 – Support and development of the standard operating procedures for IOM on return and reintegration in the Western Balkans (30 working days) – Implementation period from April – June 2023

- Under this task the consultant will be expected to conduct a desk review of the IOM tools and guidance on return and reintegration (RR), in line with the provisions of the RRR policy; carry out consultations with RR specialists and practitioners in order to effectively capture the operational practices and experience. (up to 15 working days)
- Additionally, under this task the consultant will be expected to develop SOPs for IOM return and reintegration staff for the provision of assistance in line RRR Policy to migrants returning to their countries of origin from the Western Balkans, which effectively reflect IOM's mandate, rules, and procedures and its rights-based approach, and is adapted to the operational context of the Western Balkans. (up to 15 working days)

Task 2 – Support the development and drafting of the Feasibility Assessment on Alternatives to Immigration Detention in Albania (30 working days) – Implementation period May – August 2023

- Under this task the consultant will be expected to carry out a desk review of the legal frameworks, institutional setup, government strategies, and policy plans on accommodation and care arrangements for migrants, including a mapping of key migration management and reception authorities in Albania and develop a methodology for the functional analysis, in line with the context in Albania to effectively capture the current state of play on care arrangements and accommodation of migrants in the country, identify challenges and present opportunities for the piloting of alternative care arrangements for migrants in Albania, including a financial and institutional cost analysis. (up to 10 working days)
- Additionally, under this task the consultant will be expected to support the consultations with stakeholders to identify ATD priorities, including through field visits and compile a final assessment report highlighting the key findings from the desk review, assessment mission and stakeholder meetings, as well as key recommendations and opportunities for a potential pilot of alternatives to detention program as appropriate for migrants in Albania. (up to 20 working days)

Task 3 – Support the development and drafting of the two Functional Assessments on electronic Readmission Case Management in the Western Balkans (30 working days) – Implementation period April – July 2023

- Under this task the consultant will be expected to carry out a desk review of the legal frameworks, institutional setup, government strategies, and policy plans on return, readmission, border, migration and identity management, including a mapping of key readmission and migration management stakeholders, and develop a methodology for the assessments, based on existing IOM tools and questionnaires on return and

readmission, in line with the context in the relevant countries to effectively capture the current state of play on return and readmission, identify challenges and present opportunities for the rollout of the eRCMS in the specific country context. (up to working 10 days)

- Additionally, under this task the consultant will be expected to support the assessment missions in Albania and Montenegro by contributing to the technical meetings and site visits with government counterparts and other relevant stakeholders, with a specific focus on the legal and procedural aspects of return and readmission in the context of the eRCMS deployment, and compile a final assessment report with a focus on the findings related to the legal and procedural aspects of the establishment of an eRCMS, summarizing the key findings from the desk review, assessment mission and stakeholder meetings, and highlighting key recommendations and opportunities for the successful rollout of the eRCMS in two countries in the region. (up to 20 working days)

Task 4 – Preparatory work for the development Migration Management Legal Identity and Digital Maturity Assessments in North Macedonia and Albania (10 working days) – Deliverable by 31 August 2023

- Contribute to initial advocacy and consultative meetings with North Macedonia and Albania government counterparts and other stakeholders, with specific focus on legal identity aspects of migration management digital maturity assessments (5 working days).
- Review and adapt the methodology and assessment tools including the MMDMA and legal identity methodologies and questionnaires, in line with the context in North Macedonia and Albania to effectively capture the key challenges and improvement opportunities on digitalization of migration management in both countries (5 working days)

Other:

The consultant will be homebased with official travel to the Western Balkans and beyond, as necessary to conduct the tasks as stipulated above. All official travel will be subject to approval of the supervisor. All eligible costs related to the official travel will be covered by IOM.

Desirable Qualifications and Experience:

- Advanced university degree in international law, migration studies, political or social science;
- At least 8 years of relevant work experience in migration management;
- Proven experience in conducting needs assessments and analyses on migration management;
- Experience in providing technical support in migration management related projects, particularly linked to readmission and return;
- Ability to draft clearly and concisely;
- Excellent level of computer literacy.
- Excellent communication and negotiation skills;
- Personal commitment, efficiency, flexibility, drive for results, respect for diversity, creative thinking.
- Advanced analytical skills and commitment to detail;
- Ability to take initiative, identify gaps and propose solutions;
- Ability to work as part of a team as well as on own initiative;
- Cultural sensitivity and ability to work effectively and harmoniously with colleagues from varied cultures and professional backgrounds;
- Excellent communication skills;
- Writing and editing skills;
- MS Office skills (Word, Excel, PowerPoint, Outlook);

Languages Required

Fluency in English and at least one of the languages commonly spoken in the Western Balkans.

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 2023/07) in the subject.

Only shortlisted candidates will be contacted.

Position is subject to availability of funding

Posting period: From 09.03.2023 to 20.03.2023

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.