



IOM International Organization for Migration

Position Title : **Lead International Consultant**

Duty Station : **Home based/ Field Position**

Classification : **Consultant, Grade OTHE**

Type of Appointment : **Consultant, 30 days in a period June – November**

Estimated Start Date : **As soon as possible**

Closing Date : **16 June 2017**

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and 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:**

The International Organization for Migration (IOM) Mission in Bosnia and Herzegovina (BiH), in cooperation with the Ministry for Human Rights and Refugees of BiH (MHRR) is looking for a Lead International Consultant to design, coordinate and conduct a comprehensive mapping of the BiH diaspora in ten destination countries: Australia, Austria, Denmark, Germany, Italy, Netherlands, Slovenia, Sweden, Switzerland, and the United States of America. This activity is part of the project “Mainstreaming the Concept on Migration and Development into Relevant Policies, Plans and Actions in BiH: Diaspora for Development (D4D)” implemented over the period 2016-2020. The project is supported by the Government of Switzerland and implemented by UNDP and IOM, in partnership with the MHRR of BiH.

### Introduction

Official estimates state that the total number of people originating from Bosnia and Herzegovina (BiH) residing outside of the country is approximately 2 million. Most of them retain a strong emotional, financial, and familial connection with BiH. They are also well integrated and better off than other migrant communities in their host countries, with potential and willingness to contribute to the development of their homeland. However, government interaction with the diaspora is sporadic and unstructured. Diaspora groups are rarely included or consulted in the design of policies or decision-making processes. Hence, the valuable intellectual capital and other potential contribution of diaspora, which can help to address challenges or promote BiH globally, remains largely untapped. Against this background, the overall goal of the newly-launched D4D Project is to increase socio-economic opportunities and perspectives for women and men in BiH, and to improve their livelihoods through increased diaspora engagement. This will be attained through achieving three specific outcomes:

- (1) Ministry of Human Rights and Refugees and Ministry of Foreign Affairs of BiH, in cooperation with government institutions at different levels, use and further develop their instruments to actively connect, exchange, and engage with diaspora members and organizations.
- (2) Municipalities align their development strategies to the BiH Diaspora Strategy, provide more and better services to diaspora members, and encourage community initiatives to attract diaspora know-how and investment.
- (3) Diaspora partners transfer know-how and skills and make joint investments with private sector actors in BiH, thus creating new jobs.

### Proposed methodology for Diaspora mapping

In the context of D4D Project, the IOM Mission in BiH in cooperation with the MHRR of BiH, will

undertake a comprehensive mapping of the BiH diaspora in ten selected destination countries: Australia, Austria, Denmark, Germany, Italy, Netherlands, Slovenia, Sweden, Switzerland, and the United States of America. The overall objective of the mapping is to provide an overview of the socio-economic profile of the BiH diaspora in the selected destination countries, including demographic, sociological, economic and socio-cultural data. A specific focus will be put on mapping the socio-economic and professional aspects (e.g. diaspora members as businesses owners or leaders; in managerial or expert positions; in research and academia; in professions or business sectors where there is a demand in BiH for expertise and where diaspora experts with an interest and capacity to invest and/or contribute to development of BiH through transfer of knowledge can engage). In addition to the economic and socio-economic aspects, the mapping will examine diaspora members' attitudes towards BiH and BiH institutions; their migration history and patterns; their path towards, and current level of integration; and their past and current bond to BiH.

Based on the diaspora mapping findings, a set of recommendations will be produced to be used by relevant BiH policy makers to improve interactions and cooperation with the BiH diaspora, and create policies and conditions that will make it attractive and favourable for the BiH diaspora to contribute to the development of their home country. The results of the diaspora mapping will be used for establishment of the know-how transfer mechanism and the crowd-sourcing platform, as well as diaspora engagement for economic development.

The mapping will be conducted in the 10 selected destination countries, by four international consultants based in selected destination countries, coordinated by an Lead International Expert, who will be supported by one national consultant based in BiH, local IOM missions and diaspora associations as well as the BiH embassies and consulates. The total duration of the assignment is 30 work days over a period June– November 2017. The four International Consultants that will make use of the existing contacts to the diaspora associations and individuals in diaspora, which IOM missions, the MHRR and BiH embassies can provide, will perform field visits to each of the ten selected destination countries assigned to them. During the field visits a wide range of available data collection tools and methods will be used, including but not limited to standardised survey questionnaires for individual members of the BiH diaspora which will be available online and for face to face interviews (to be conducted with the help of diaspora associations), focus group interviews, in-depth key-informant interviews with Bosnian officials and officials in each destination country and key figures of the BiH. The diaspora mapping exercise will collect information about the number and profile of members of the BiH diaspora, with a special focus on recent youth emigrating from BiH, and map and obtain information of diaspora organizations and key individuals in the 10 selected destination countries. The mapping will provide both a synthesised overview of the findings from all countries and country by country overviews.

Overall, the mapping exercise will help to identify concrete target groups for the targeted implementation of project activities and come up with identification of viable project partners for future diaspora programming activities. The mapping will further make recommendations for BiH institutions to improve strategies and modalities for communication and outreach to the BiH diaspora with the overall purpose to identify, target and attract the highly-skilled diaspora to invest, or in other ways contribute to the development of BiH, as for example through temporary return, transfer of knowledge/skills, crowdsourcing etc.

#### Proposed structure of the diaspora mapping report

In order to reach the overall objective described above, the diaspora mapping/study will include as a minimum the following elements:

- a) A comprehensive demographic profile of the BiH diaspora with a specific focus/subchapter on youth emigration from BiH, including both a synthesized overview of all countries and country-specific overviews;
- b) A comprehensive socio-cultural profile of the BiH diaspora (including length of stay, savings and remittance sending patterns, participation in formal and informal social networks, engagement and membership in diaspora organizations or associations, patterns of interaction with family and friends in BiH, channels/patterns of communication with BiH society and development, etc.);

- c) A comprehensive socio-economic and professional profile of the BiH diaspora to better understand where and how diaspora members are positioned and how in these positions they can contribute to the socio-economic development in BiH (including educational background, professional capacity and position in public sector, private sector and or academic /research institutions, CSOs, political institutions), professional fields of expertise, income bracket, savings or other assets, ownership of business /companies);
- d) Detailed information on the level and areas of interest, as well as willingness among the BiH diaspora to participate in transnational, national or local development initiatives, e.g. through investment, transfer of knowledge, short-term assignments, virtual, temporary or permanent return, including questions on previous investments in BiH (how did they invest, in what, where – community of origin/other community, in partnership or alone, financial investment of skills transfer or humanitarian assistance, private initiative or in the framework of a program, challenges faced in investment process, institutional support/services provided at national or local level to support investment? How would they assess quality of the support /services – if any?);
- e) Information on the attitudes of the BiH diaspora towards government institutions in BiH as well as BiH consular and diplomatic missions/services in host countries;
- f) Information on the migration and integration experience of the BiH diaspora and their offspring in countries of destination, with particular focus on BiH youth who emigrated in recent years from BiH;
- g) Information on the overall development, cohesion and level of self-management of the BiH diaspora in their host countries;
- h) Analysis of arrangements, programmes and policies currently in place to promote diaspora networking and home country engagement, including through BiH diplomatic missions and other relevant BiH institutions in host countries, and in BiH;
- i) Detailed information on perceived barriers and preconditions necessary for the BiH diaspora to engage in projects, initiatives and/or investments to contribute to the development of BiH;
- j) Concrete recommendations on areas of improvement, and possible ways and practices for BiH institutions to effectively interact with the BiH diaspora;
- k) Concrete recommendations on how to incentivise a higher degree of participation and engagement of the BiH diaspora in the development of their home country through investments and contributions of financial and social capital accumulated in their host countries.

### ***Core Functions / Responsibilities:***

Tangible and measurable outputs of the work assignment for the consultant team, led by the International Lead Consultant

- 1) In his/her narrative proposal, the Lead Consultant is to develop and propose additional elements and methodological approaches for the aforementioned diaspora mapping exercise and report, in particular for the questionnaire to be used in the face to face interviews and for the online survey. The draft questionnaire (provided by IOM) and interview guide for in-depth interviews will have to be developed and finalized in close coordination with the international consultants and IOM, UNDP and MHRR. As part of the preparation for the mapping exercise in each country the lead international consultant will have to organise consultations with four international consultants on the interview guides and country reports via webinars;
- 2) Based on the latest information available on the size of diaspora communities in the selected destination countries the lead consultant is expected to develop and construct representative sampling methodology (minimum number of respondents/participants/organisation representative per host country taking into account all ethnic groups in BiH – Bosniaks, Serbs, Croats and others), and develop an outreach strategy with the help of the four International Consultants based in the countries of destination and diaspora associations how to reach out to the target groups for the interviews. In addition the lead consultant will have to define and propose relevant participants for different categories of focus groups for each country, including but not limited to diaspora entrepreneurs, different professional groups of relevance for BiH, academia representatives, age and sex/gender groups, different generations of

migrants/diaspora members, community leaders, spiritual and religious leaders, media people etc;

3) A detailed work plan for each country prepared by the lead international consultant in cooperation with the four International Consultants based in the countries of destination will illustrate how the mapping exercise and field visit in the ten destination countries will be conducted and who will be responsible for what (IOM missions, BiH embassies, diaspora associations, four International Consultants based in the countries of destination, one National Consultant based in BiH). The work plan will define the introductory training for diaspora associations for face to face interviews, number of face to face interviews, organization of online survey, number of focus group interviews, number of In-depth interviews (IDIs) with representatives from BiH diplomatic missions, relevant officials of the respective host countries, BiH diaspora businessmen/women, and other key figures of the BiH diaspora community (individuals and representatives of diaspora associations and chambers of commerce, academia);

4) Review 10 country reports prepared by four International Consultants based in the countries of destination, in English, maximum 10 pages – see proposed Table of Content (ToC) in annex A. The country reports shall include an Annex which will list those main BiH diaspora associations/organisations and key individuals/ highly qualified and outstanding individuals (with their names, place of birth, profession, place of residence and contact details) who are not necessarily members of associations who agree that their personal data will be included in the survey questionnaires (which are otherwise anonymous) and made available to the BiH MHRR – Sector for Emigration of BiH and BiH embassies;

5) Review and include one chapter on BiH youth emigration in the final consolidated report;

6) Final diaspora mapping report in English, maximum 150 pages, based on collected information and data analysis from 10 country reports, and the assessment on youth emigration from BiH, including concrete recommendations to BiH institutions on areas of improvement, and possible ways and practices for BiH institutions to effectively interact with the BiH diaspora, to be finalised by November 2017 by the lead international consultant. For a proposed ToC of the report please see Annex B;

7) It is expected that the lead international consultant will take into account best practice of previous mapping exercises and, based on extensive desk research, further elaborate and propose additional elements in the methodology and approach of the diaspora mapping as well as in the proposed structure of the report.

## **Proposed time frame and deadlines**

The consultancy is expected to last for 30 working days within the period from June 2017 to November 2017, with the final report submitted by 30th November 2017.

A draft of the questionnaire, questions and interview guide for in-depth interviews, plan for focus groups, online survey, as well as a detailed implementation action plan and timeframe to be submitted to IOM and BiH MHRR – Sector for Emigration by 10th July 2017 for approval.

Inputs from IOM and BiH MHRR – Sector for Emigration to be incorporated into the draft questionnaires, interview guide for in-depth interviews, plan for focus groups, online survey, as well as a detailed implementation action plan and timeframe to be submitted by July 17th 2017.

The consultant team will submit the following deliverables to IOM, complying with the Consultancy Timeframe deadlines:

### **Deliverables:**

- Survey questionnaire, Focus group, Interview guide, Online survey – first draft July 10th
- Survey questionnaire, Focus group, Interview guide, Online survey – final version July 17th
- Provision of comments on the 1st drafts of the chapter on recent emigration from BiH with focus on youth emigration to the national consultant - September 06th
- Approval of final version of the chapter on recent emigration from BiH with focus on youth emigration – September 12th
- Provision of comments on the 1st drafts of the Country Mapping Reports to the international consultants - September 29th
- Provision of comments on the 2nd drafts of the Country Mapping Reports to the international

consultants – October 13th

- Consolidated Country Mapping Report – 1st draft, October 31st
- Consolidated Country Mapping Report - final report, November 30th

## ***Required Qualifications and Experience:***

### **Education**

- Advanced degree in economics, demography, sociology, migration or related areas relevant for the assignment;
- Complementary studies in statistics;
- Other formal education relevant for the assignment is an advantage.

### **Experience**

- At least 10 years of experience in research in the field of migration, particularly in analyses of the demographic profile as well as socio-economic profile of migrants;
- Proven experience in qualitative and quantitative data collection and analysis in the field of migration;
- Proven experience in producing analytical reports in migration related fields;
- Previous experience in conducting international comparative research, particularly diaspora surveys and cooperation with diaspora organisations;
- Experience in analyses of highly-qualified diaspora;
- Experience in working with international organizations and UN agencies is an asset.

### **Language**

Fluency in English is required. Working knowledge of any official language is an advantage.

## ***Desirable Competencies:***

### **Behavioral**

- Accountability – takes responsibility for action and manages constructive criticisms
- Client Orientation – works effectively well with client and stakeholders
- Continuous Learning – promotes continuous learning for self and others
- Communication – listens and communicates clearly, adapting delivery to the audience
- Creativity and Initiative – actively seeks new ways of improving programmes or services
- Leadership and Negotiation – develops effective partnerships with internal and external stakeholders;
- Performance Management – identify ways and implement actions to improve performance of self and others.
- Planning and Organizing - plans work, anticipates risks, and sets goals within area of responsibility;
- Professionalism - displays mastery of subject matter
- Teamwork – contributes to a collegial team environment; incorporates gender related needs, perspectives, concerns and promotes equal gender participation.
- Technological Awareness - displays awareness of relevant technological solutions;
- Resource Mobilization - works with internal and external stakeholders to meet resource needs of IOM.

### ***Other:***

The appointment is subject to funding confirmation.

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

## **Note**

### **Candidates with the required qualifications are invited to submit the following as an attachment:**

1. Narrative proposal further elaborating and developing the proposed methodology for diaspora mapping and proposed structure of the diaspora mapping report and come up with a quotation for conducting the comprehensive mapping of the BiH diaspora, as per the enclosed Terms of Reference (ToR).
2. The offer, comprising of a narrative proposal and quotation, as well as personal CV including relevant professional experience and expertise and contact details (e-mail addresses).

### **Annex B: SYNTHESISED REPORT – should consist of maximum 150 pages**

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EXECUTIVE SUMMARY

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Quantitative Research

Qualitative Research

I. Demographic and socio economic characteristics (based on 10 country reports plus synthesis)

First generation: official figures, residence permits, naturalisations, marital status, age distribution, gender balance

Second generation: official figures, residence permits, naturalisations, marital status

Youth Emigration

Educational attainment

Communication patterns

Household Income

Employment, labour force participation, professional capacity and position

Geographic distribution in CoD

Remittance/Investment Volume

Transfer of knowledge/skills

Tables Maps Graphs

II. Migration and socio-cultural Integration experience (based on 10 country reports plus synthesis)

Information on the migration and integration experience of the BiH diaspora and their offspring in countries of destination, with particular focus on BiH youth who emigrated in recent years from BiH,

Language skills, knowledge of native language

Integration of BiH diaspora, participation in formal and informal social networks and their relationships with diaspora organizations in country of destination, religion and social life, cooperation between different ethnic groups and organizations (Bosniaks, Serbs, Croats and others)

Information on the overall development, cohesion and level of self-management of the BiH diaspora in their host countries;

Analysis of arrangements, programmes and policies currently in place to promote diaspora networking and home country engagement, including through BiH diplomatic missions and other relevant BiH institutions in host countries, and in BiH.

III. Potential of BiH diaspora engagement (based on 10 country reports plus synthesis)

Information on the level and areas of interest, as well as willingness among the BiH diaspora to

participate in transnational, national or local development initiatives, e.g. through investment, transfer of knowledge, short-term assignments, virtual, temporary or permanent return, Previous investments in BiH (how did they invest, in what, where – community of origin/other community, in partnership or alone, financial investment of skills transfer or humanitarian assistance, private initiative or in the framework of a program and challenges faced in regards to these investments; previous transfer of knowledge/skills  
Information on the attitudes of the BiH diaspora towards government institutions in BiH as well as BiH consular and diplomatic missions/services in host countries;  
Detailed information on perceived barriers and preconditions necessary for the BiH diaspora to engage in projects, initiatives and/or investments to contribute to the development of BiH.

#### IV. Conclusions and recommendations (only synthesis for all 10 countries)

Concrete recommendations on areas of improvement, and possible ways and practices for BiH institutions to effectively interact with the BiH diaspora;  
Concrete recommendations on how to incentivise a higher degree of participation and engagement of the BiH diaspora in the development of their home country through transfer of knowledge/skills, investments and contributions of financial and social capital accumulated in their host countries;

## REFERENCES AND BIBLIOGRAPHY

### **Annex A: Country report (times 10) – Each country report should consist of up to 10 pages**

#### Summary

Quantitative analysis of survey reports

Survey and interview qualitative analysis

#### I. Demographic and socio economic characteristics

First generation

Second generation

Youth emigration

Educational attainment

Communication patterns

Household Income

Employment, professional capacity and position

Geographic distribution in CoD

Remittance/Investment Volume

Transfer of knowledge/skills

Tables Maps Graphs

#### II. Migration and Integration experience

Information on the migration and integration experience of the BiH diaspora and their offspring in countries of destination, with particular focus on BiH youth who emigrated in recent years from BiH,

Integration of BiH diaspora, participation in formal and informal social networks and their relationships with diaspora organizations in country of destination

Information on the overall development, cohesion and level of self-management of the BiH diaspora in their host countries;

Analysis of arrangements, programmes and policies currently in place to promote diaspora networking and home country engagement, including through BiH diplomatic missions and other relevant BiH institutions in host countries, and in BiH.

#### III. Potential of BiH diaspora engagement

Information on the level and areas of interest, as well as willingness among the BiH diaspora to participate in transnational, national or local development initiatives, e.g. through investment, transfer of knowledge, short-term assignments, virtual, temporary or permanent return, Previous investments in BiH (how did they invest, in what, where – community of origin/other community, in partnership or alone, financial investment of skills transfer or humanitarian assistance, private initiative or in the framework of a program)

Information on the attitudes of the BiH diaspora towards government institutions in BiH as well as BiH consular and diplomatic missions/services in host countries;

Detailed information on perceived barriers and preconditions necessary for the BiH diaspora to engage in projects, initiatives and/or investments to contribute to the development of BiH.

#### IV. Conclusions and recommendations

Concrete recommendations on areas of improvement, and possible ways and practices for BiH institutions to effectively interact with the BiH diaspora;

Concrete recommendations on how to incentivise a higher degree of participation and engagement of the BiH diaspora in the development of their home country through investments and contributions of financial and social capital accumulated in their host countries;

#### REFERENCES AND BIBLIOGRAPHY

#### ANNEXES

List of those main BiH diaspora associations/organisations and key individuals who are not necessarily members of associations, who agree that their names, place of birth, profession, place of residence and contacts details will be included in the MHRR diaspora register.

#### ***How to apply:***

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 16 June 2017 at the latest, referring to this advertisement.

For further information, please refer to:

<http://www.iom.int/cms/en/sites/iom/home/about-iom-1/recruitment/how-to-apply.html>

In order for an application to be considered valid, IOM only accepts online profiles duly completed.

Only shortlisted candidates will be contacted. You can track the progress of your application on your personal application page in the IOM e-recruitment system.

#### ***Posting period:***

From 01.06.2017 to 16.06.2017

Requisition: CON 2017/35 - Lead International Consultant - Homebased/Field Position (55074051)

Released

Posting: Posting NC55074052 (55074052) Released