



International Organization for Migration (IOM)

The UN Migration Agency

TERMS OF REFERENCE

FOR THE CONSULTANCY CONTRACT OF:

Migration, Environment, Climate Change and Disaster Risk Reduction (MECC-DRR) Expert

1. **Duty Station of the Consultancy:** Sierra Leone
2. **Duration of Consultancy:** 8 months, full-time
3. **Nature of the consultancy:**

Implement the Sierra Leone Pilot of the IOM Disaster Risk Reduction and Climate Change Adaptation Integrated Human Mobility Assessment Tool - Category B consultancy.

4. **Project Context and Scope:**

Increasingly, governments have to address the human mobility consequences of disasters, climate change and environmental degradation and the associated policy needs. Yet, the capacity of many governments to manage the complex challenges and to implement the possible solutions for addressing this multi-faceted phenomenon can be strengthened. What is more, several governments continue to work in silos, addressing human mobility separately from disaster and climate action, while an integrated approach would be the most beneficial. Finally, it is challenging for some governments to assess gaps and identify priorities given the complexity of environmental migration and disaster displacement in and across their countries.

[IOM](#) is carrying out a project on “[Implementing Global Policies on Environmental Migration and Disaster Displacement in West Africa](#)” together with the Platform on Disaster Displacement and with the generous support of the Government of France. In this project, IOM also works with the UN High Commissioner for Refugees (UNHCR), and the Economic Community of West African States (ECOWAS).

The objective of this project is to support states in West Africa in their efforts to minimize displacement and facilitate regular migration pathways in the context of disasters, climate change and environmental degradation. The project promotes policy development and seeks to foster coherence among policies related to environmental migration and disaster displacement in West Africa. The project supports states in the region to implement their commitments as set out in the Global Compact for Safe, Orderly and Regular Migration (GCM) and the African Union 3 Year Implementation Plan of Action for the GCM in Africa 2020-2022. It is also aligned with commitments made in the Paris Agreement together with the Task Force on Displacement Plan of Action 2019-2021 under the United Nations Framework Convention on Climate Change (UNFCCC), and in the Sendai Framework for Disaster Risk Reduction 2015-2030 together with its Programme of Action for the Implementation in Africa.

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The project is focused on four main pillars, i. data and evidence, ii. policy dialogue, iii. community action and iv. communication. To serve the policy pillar, in Output 2.2, IOM is aiming to assess and strengthen the capacity of the Sierra Leone government relevant to environmental migration and disaster displacement by piloting the IOM Disaster Risk Reduction and Climate Change Adaptation Integrated Human Mobility Assessment Tool.

This Output complements the policy activities and the regional approach of Output 2.1, and puts at the center of the activities an integrated approach bringing together migration, displacement, planned relocation, disasters, climate change, and environmental degradation elements. The activities adopt an integrated approach to assess country capacities with regards to addressing mobility challenges in the context of disaster and climate risks. The aim is to identify strengths, weaknesses, gaps and opportunities across different capacity dimensions, and to develop prioritized recommendations for policy and capacity development support.

To achieve this, the project utilizes the IOM “Disaster Risk Reduction and Climate Change Adaptation Integrated Human Mobility Assessment Tool,” recently developed by IOM in collaboration with a multi-stakeholder reference group involving the Capacity for Disaster Reduction Initiative (CADRI), PDD, Norwegian Refugee Council (NRC), and UNHCR. The Tool has a standardized methodology to guide the implementation of integrated DRR and CCA capacity assessments, that specifically examines the level of integration of human mobility aspects in national risk reduction and adaptation planning (internal displacement, cross-border disaster-displacement, evacuation, planned relocation, facilitated migration, inclusion of migrants/displaced/refugees in DRR, assisting nationals abroad, migrant protections, rights). The Tool consists of a questionnaire with more than 500 questions linked to a set of core aggregated indicators organized under five capacity dimensions: governance, implementation capacity, financing, knowledge and data, and technology and equipment. The number of questions to be asked and areas of focus under the Tool will be further refined in dialogue with the Sierra Leone Government.

This Tool is in line with the wider, multi-agency effort led by CADRI where it forms one specific module, and in which IOM is both an executive partner since 2019 and presently holds the global rotational co-chair role with UNDP from 1 January 2021 for a two-year period. CADRI deploys expert practitioners to support countries to identify and address multi-hazard risks and build resilience in the context of the SDGs.

To ground this work, an internal mapping and an analysis report was produced to show how national DRR, CCA and development policies in West Africa integrate human mobility considerations. This built upon the existing global Outputs of IOM, including the “Mapping Human Mobility and Climate Change in Relevant National Policies and Institutional Frameworks” as well as on PDD’s Outputs, such as “Mapping the Baseline – To What Extent Are Displacement and Other Forms of Human Mobility Integrated in National and Regional Disaster Risk Reduction Strategies?” This activity supported the selection of Sierra Leone, as the pilot for the capacity assessment, by understanding where the gaps and opportunities are. The selection of the country was also determined in line with activities under Output 2.1 and with other (existing or future) DRR and CCA initiatives in the region, identifying where the interest and motivation for this work are and how implementation of the Tool could drive forward meaningful engagement in this area.

Overall, this Output will capitalize on and further support existing IOM regional and in-country operational capacity as well as stakeholder relationships built in the course of ongoing initiatives and projects. This will allow for easy access to relevant interlocutors and respondents at national and sub-national levels, and additionally create opportunities for IOM and partners to support the implementation of recommended actions. IOM’s role as regional convener of UN entities working on DRR and CCA in the framework of the CADRI initiative could ensure that activities, are well coordinated and that capacity development recommendations produced through this project are prioritized by other actors in the implementation of parallel and future initiatives on DRR and CCA.

5. Organizational Department / Unit to which the Consultant is contributing:

Under the direct supervision of the IOM Sierra Leone Programme Manager and the IOM MECC Project Manager and in close collaboration with IOM MECC and DRR experts at global, regional and country levels, the consultant will work to contribute to the project on “[Implementing Global Policies on Environmental Migration and Disaster Displacement in West Africa](#)” (NC.0041).

6. Category B Consultants: Tangible and measurable outputs of the work assignment

Deliverable	Delivery Date	Delivery Method
Final mission/roundtable discussion reports, as appropriate.	March 2022	Via e-mail
Technical validation workshop and workshop report.	March 2022	In person, if possible; and via e-mail
Final capacity assessment report.	April 2022	Via e-mail
Prioritization and planning workshop and workshop report.	April 2022	In person, if possible; and via e-mail
Final capacity development action plan.	May 2022	Via e-mail
Capacity building workshop and workshop report.	August 2022	In person, if possible; and via e-mail

The following actions will be performed:

- i. Engage with relevant stakeholders and government entities in Sierra Leone, the pilot country selected for the capacity assessment exercise.
- ii. Collect and analyse all relevant country-specific information from the mapping and analysis report, previous IOM research and projects, and other published research.
- iii. Prepare and carry out in-country scoping missions/roundtable discussions to determine the scope of activities (e.g. type of human mobility to assess), capacity diagnosis mission schedule/timeline, expertise required to improve MECC-DRR capacities identified through the assessment, in-country partners, stakeholder expectations and priority thematic areas, as well as a mapping of all relevant stakeholders to be consulted throughout the capacity assessment process.
- iv. Develop the scoping mission report and the terms of reference for the assessment piloted in Sierra Leone.
- v. Implement the capacity assessment:
 - Identify the key stakeholders for the process and make a list of the interviewees.

- Review and tailor the standard questionnaire by selecting relevant questions based on the national/local context/priority issues and in accordance with the persons/institutional actors to be interviewed.
- Conduct semi-structured interviews with key selected informants in government as well as focus group discussions (representatives in charge of migration, DRR, CCA, development, as relevant), DRM/DRR/CCA coordination mechanisms/platforms, Red Cross or Red Crescent Society, NGOs, private sector, academia and local communities, among others.
- Conduct field trips to gather information on the DRR/CCA system at different levels, prioritizing localities with higher levels of vulnerability and exposure to hazards that can trigger displacement and migration.
- Analyze and consolidate the findings and recommendations in a draft report.
- Organize a technical validation workshop convening key representatives and stakeholders to present the findings and recommendations draft report.
- Finalize the capacity assessment report based on the findings and recommendations draft report and the technical validation workshop.
- Disseminate the capacity assessment report with all interviewees, all stakeholders engaged in the process, all relevant IOM colleagues, and all relevant partners.
- Develop a capacity development action plan with the key stakeholders.
- Organize a prioritization and planning workshop at the country level with key stakeholders to rank recommendations, articulate capacity development actions and consolidate these actions in a logical framework.
- Finalize the capacity development action plan based on the prioritization and planning workshop.
- Support programme design towards the implementation of the capacity development action plan as necessary.

vi. Organize a capacity building workshop with the identified key national level stakeholders on Migration, Environment and Climate Change, based on the IOM “Migration, Environment and Climate Change: Training Manual,” and the “Words into Action Guidelines on Disaster displacement: How to reduce risk, address impacts and strengthen resilience.”

7. **Performance indicators for the evaluation of results**

- Deliverables submitted according to timelines outlined above.
- Quality of the deliverables according to the tasks outlined above.
- Final version of the deliverables submitted reflect inputs of parties consulted.

8. **Education, Experience and/or skills required**

- Completed a master’s degree in political or social sciences, international relations, migration, environment, law, or a related field. PhD in related topic an advantage.
- Experience in research and policy analysis on migration, environment, climate change and disaster risk reduction.

- Experience in organizing events in government, diplomatic, non-governmental or intergovernmental environment.
- Experience in coordinating internal and external inputs from multiple stakeholders at all levels.
- In depth knowledge of key concepts, issues, actors and processes around migration, environment, climate change and disaster risk reduction.
- Sound knowledge of international and regional policy processes in the areas of migration, environment and climate change.
- First rate drafting skills in English, and demonstrated ability to write clearly, succinctly and in a manner that appeals to a wide audience.
- IT proficiency with Microsoft Office applications, including Word, Outlook, PowerPoint, and Teams as well as experience with virtual coworking tools and website management.

9. **Travel required:** Some travel might be required.

10. Competencies

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 – behavioural indicators

- **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.

11. Application

Interested candidates should send the following to Ms. Christina DASZKIEWICZ, MECC Project Support Officer, IOM cdaszkievicz@iom.int and CC to ispuscas@iom.int via email with the title "MECC-DRR Consultancy Application" by **16th of February 2022**:

- CV and cover letter;
- Samples of similar work; and
- A budget in EUR.