



Call for Applications / Expression of Interest – CFA2022/12

***Programme Development Specialist on Sexual Reproductive Health and Rights, HIV and Migration - IOM Zimbabwe***

1. **Duty Station of the Consultancy:** Harare, Zimbabwe
2. **Duration of Consultancy:** 3 Months
3. **Nature of the consultancy:** With the objective to anchor and strengthen health and migration management in Zimbabwe, the consultant in conjunction with IOM, partners, and country-based stakeholders, will lead in developing a compelling, evidence-based full desk study/research and three proposals for health interventions/programming.

The Consultant must have experience in developing and writing similar successful integrated, multi-sectoral proposals involving several stakeholders. The consultant must bring a good understanding of regional and cross-border migration, policy and programming, HIV and SRHR, education/vocational skills and livelihoods, and/or protection sectors. The research paper will require scoping, reviewing, analysing, and integrating existing plans, partners lessons and approaches, and areas of expertise among IOM and partners, as well as additional technical/research partners (to be determined). The Consultant will organise a series of consultations to facilitate IOM's reviewing, analysing, and prioritising of activities for country programming, including where indicated internal seminars.

4. **Project Context and Scope:**

IOM Zimbabwe programming has focused on the provision of pre-migration health services and strengthening health capacities at border crossing points.

With increased vulnerability observed in the country, the need to expand health programming for migrants and vulnerable populations in border communities has increased.

Promoting the health of migrants and migration-affected populations is not only a critical aspect of IOM Zimbabwe's mandate for enabling safe, orderly, and humane migration, but is essential if the economic and development benefits of migration are to be sustained for both sending and receiving countries. Migration in the Southern African context is increasingly recognized as a determinant of health, as it interacts with health outcomes of migrants and the communities they interact with, and influences health inequities in multiple ways both positively and negatively.

IOM Zimbabwe Flow monitoring (FM) reports from recent months, March to July 2022, consistently reported female migrants, particularly pregnant women, using irregular channels to neighbouring countries primarily to access better health services. Government responses to non-nationals accessing maternity services in receiving countries vary across the region. South Africa, recently released and rescinded circulars requiring

fees for persons accessing maternity and other services. This created confusion at the point of service delivery and in the community for non-nationals. This highlights the ongoing need to ensure an enabling environment for the realisation of the SRH rights of migrants, particularly women and young girls, in Zimbabwe and the region. This scoping exercise will help IOM to support Zimbabwe to advance their commitments towards the objectives set out in the Global Compact for safe, orderly and regular Migration (GCM), a priority commitment enshrined within multiple World Health Assembly Resolutions on health of migrants (61.17, 2008; 70.15, 2017), WHO Global Action Plan to Promote the Health of Refugees and Migrants (GAP, 2019), The Zimbabwe National Adolescent and Sexual Reproductive Health Strategy and the UN 2030 Agenda for Sustainable Development (SDG).

1. **Organizational Department / Unit to which the Consultant is contributing:** This consultancy will contribute to activities in the Migration Health Unit (MHU), to strengthen the health response in the country and support IOM Zimbabwe to comprehensively review the status and responses to SRHR-HIV among migrant populations in Zimbabwe with a focus on the migration corridors. The scoping study will analyse, develop, and design a proposed IOM response to the SRHR, and HIV needs of migrants and their communities in line with Priority area 3, Outcome 2 “Improved protection services to mobile and vulnerable individuals including migrants, IDPs and host communities focusing on access to medical care, mental health and psychosocial support, litigation, access to documentation and non-food kits” of IOM Zimbabwe National Country Strategy 2021-2024.

## 2. **Category A Consultants: Tasks to be performed under this contract**

Under the overall supervision of the COM and direct supervision of IOM Zimbabwe Migration Health Manager and in close coordination with the Regional Thematic Specialist for Migration Health, the successful candidate will be responsible for conducting a desk review study, development of three migration health proposals, and strengthen engagement on migration health within several internal departments.

The consultant will perform the following tasks:

- 1) Review relevant secondary literature including, but not limited to, projects being implemented in the country and region lessons and best practices, proposals and reports, policies and strategies on SRHR/HIV and migration, comprehensive sexuality education, livelihoods and social protection of migrants and vulnerable young people.
- 2) In coordination with IOM Health Unit, solicit inputs from relevant government authorities, such as UN agencies, National/Provincial/District Authorities, Ministry of Health, Ministry of Social Welfare, Ministry of Education, Ministry of Home Affairs (especially police), academia, CSOs, private sector (companies that employ migrants) and other stakeholders, including UN Joint Team for HIV member agencies, to explore/develop potential collaborations on relevant activities.
- 3) Conduct problem analysis, objective analysis, and a validation workshop (remotely or face-to-face) with IOM staff, partners, and other relevant stakeholders to enlist further inputs to the proposal development process.
- 4) Based on the information and evidence gathered, and in accordance with donor and IOM guidelines, develop three (3) full proposals, theory of change (ToC) and Monitoring and evaluation (M&E) plans.
- 5) Facilitate discussions and were indicated at least one (1) internal seminar for IOM thematic units, to review and discuss the programme approach and areas for inter-disciplinary synergies to be included in

the proposals.

### 3. **Proposed Methodology**

In addition to the consultant's proposed methodology, the consultant is expected to work very closely with different Government stakeholders and to conduct extensive consultations with key informants partners UN agencies and INGO/NGO as well as another migration stakeholder/organisations. The assignment (preparatory work, inception report compilation and presentation of initial draft and proposals) is expected to be completed in a period of no more than 30 days, after the end of the consultancy period.

Upon selection of the consultant, a briefing will be undertaken at IOM Zimbabwe offices. This briefing among other things, will clarify the interpretation of the assignment as well as the practicalities and logistical arrangements for the assignment. This meeting will mark the official commencement of the assignment.

### 4. **Performance indicators for the evaluation of results**

- Number of consultative meetings held with key stakeholders to collect information.
- Level of accuracy and reliability of data.
- Analysis and presentation of an inception report and numbers of stakeholders involved required to achieve the deliverable.
- Workplan through the 3-month period on how data will be articulated.
- Draft on main content and areas of the migration profile considering different dimensions of migration.
- Monthly communication and report on progress of activities.
- Seminars with IOM thematic units

#### **Deliverable:**

The selected consultant will be expected to deliver on the specified scope of work below. Before commencing, the consultant will deliver a concept note outlining the detailed approach and methodology for this consultancy. Specifically, the expected outputs of the assignment are the following:

- Final report of the desk review of country specific situation on SHRH-HIV programming, needs, gaps and recommendations. + presentation report.

#### **The main body of the report should be no longer than 60 pages and should consist of:**

-An executive summary: 3-5 pages that summarizes the key points (Zimbabwe health Profile purpose and background, key assignment questions, methodology, findings, and recommendations).

-Assignment findings: must be presented as analysed facts, evidence, and data, and not based on anecdotes, hearsay, or the compilation of people's opinions. Findings must be specific, concise, and supported by strong quantitative or qualitative evidence. Visual aids such as graphs, table are mandatory.

-Recommendations: need to be supported by a specific set of findings and must be action-oriented, practical, and specific, with defined responsibility for the action.

-The scope of work, data collection tools and sources of information must be properly identified and listed in annex.

-One power point presentation on the findings of the assignment to IOM to be presented during an oral debriefing meeting with IOM Staff to highlight and explain the observations, findings, and recommendations of the assignment.

- Three proposals with a comprehensive theory of change (TOC) and M&E plan. This should be developed with involvement of IOM staff, partners and other stakeholders as shall be identified during the consultancy
- Preliminary and Final drafts of the full proposals (including the TOC, M&E Plan) that incorporates inputs from stakeholders and is aligned with IOM's requirements.
- One day seminar with IOM thematic units on the programme approach being proposed.

## 5. Education, Experience and/or skills required

An advanced university degree (PhD, Masters or equivalent) from an accredited educational institution in Public Health, Migration and Health studies, Development studies or Social Sciences with minimum ten years of experience in leading the design, execution, and/or management of regional or multi-country HIV and SRHR multi-sectoral programmes especially for the young people, migrants, and key populations, within migration/mobility contexts.

### Experience

- The Consultant should possess at least 10 years of professional experience in research and evaluation within the health field.
- Strong programme design skills, including capacity to prepare logical, coherent, and consistent technical documents including log frames and M&E plans.
- Previous demonstrated experience in developing and writing grants for institutional donors, such as the Netherlands government and UK Aid.
- The consultant should be conversant with migration and gender analysis and or gender evaluation methodologies (required).
- Experience working in sexual reproductive health and rights and HIV including operational and field experience, project development, reporting and management; strong interpersonal and networking skills.
- The Consultant is expected to adhere to the IOM Global and Regional health strategies Guidelines and norms.
- Demonstrated experience in skilfully identifying, evaluating and implementing external services and tools to support data validation and cleansing.
- Ability to integrate different experiences, methodologies, and approaches from a diverse range of stakeholders, organizations, and technical experts from multiple sectors, through adapting facilitation techniques.
- Prior experience in facilitating multi stakeholders' workshops and dialogues.
- Knowledge of structures and functions of national and international health agencies, donors, and organizations.
- Flexibility to adapt to any subsequent changes in the terms of reference.

## 6. Travel required

Inception meetings, consultations and stakeholders' workshop will take place within Harare province.

No travel expected within the country beyond Harare province.

## 7. 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.

8. **How to apply:**

IOM Zimbabwe invites interested candidates to submit their cover letters (detailed expression of interest including technical and financial proposals) and CVs with names and contacts of three referees, listing references to previous similar studies conducted or relevant publication(s) with subject line “***Programme Development Specialist on Sexual Reproductive Health and Rights, HIV and Migration***”

All applications clearly indicating the position title in the subject line must be submitted on or before 29 September 2022 via e-mail to [procurementbids@iom.int](mailto:procurementbids@iom.int). Please note that only shortlisted candidates will be contacted.

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9. **Posting period:**

From 16.09.2022 to 27.09.2022