



Call for Applications / Expressions of Interest

Position Title	: Migration, Environment and Climate Change (MECC) Consultant
Duty Station	: Harare, Zimbabwe
Type of Appointment	: Consultancy Contract
Contract Duration	: 3 Months
Estimated Start Date	: As soon as possible
CFA Reference Number	CFA2023/002
Closing Date	4 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.

Nature of the consultancy: To conduct stock take on extent of which migration is mainstreamed in climate change policies, strategies and framework.

Project Background / Rationale

The Government of Zimbabwe with technical and financial support from IOM is implementing a 24-month project which seeks to harness stakeholders' expertise to address Migration, Environment and Climate Change (MECC) challenges in the country in a strategic and coordinated manner. In particular, the GoZ and key stakeholders will be sensitized to gaps and opportunities in climate change policies, strategies and frameworks and the vulnerabilities of migrants due to environmental change. The project will further assist the government in developing climate change toolkit and a comprehensive action plan to support Zimbabwe on the integration of migration into climate-focused frameworks and initiatives at both national and sub-national levels.

It has been noted with concern that climate-induced mobility is on the rise in Zimbabwe, the region and across the globe. The cyclones that hit the country's eastern highlands is evidence of this phenomenon. Climate change affects where and how people live given that it drives human displacement and forced migration and thus threatens lives and livelihood of the poorest and most vulnerable population. Notably, climate change is causing depletion of livelihood which necessitates people to migrate in search of better alternatives.

While there is acknowledgement that the trend of climate-induced migration is on the rise, current policies have not mainstreamed migration into environment and climate change, strategies, and action plans. Climate

movements are unplanned and thus cause socio-economic challenges which calls for climate-proofing sectors to withstand and cope with the impact of climate change.

Government created an enabling environment for climate action by enacting the National Climate Policy and a National Climate Change Response Strategy and the on-going National Adaptation Planning Process. Integration of migration into climate change, enhances adaptive capacity and is necessary in building resilience to climate change towards attainment of Zimbabwe's own national development priorities and Sustainable Development Goals (SDGs).

It is therefore imperative to assess the extent to which migration and human mobility are integrated in all key policies related to climate change in Zimbabwe. The information gathered and research findings will form the basis of the intervention and inform round table discussions and capacity development of stakeholders.

1. Organizational Department / Unit to which the Consultant is contributing: IOM Zimbabwe, Migration Governance and Development Unit (GDU)

2. Tangible and measurable outputs of the work assignment

MECC Policy and Strategy Gap Mapping Research Tools and Methodology
MECC Policy and Strategy Gap Mapping Research Report

3. Deliverables and Payment Schedule

The consultant is to deliver a report on a monthly-instalment payment basis:

	Deliverable
1	Inception Report and Workplan
2	Undertake of the stock taking exercise
3	Stock taking exercise draft report
4	Finalization of the Stock taking exercise report

Final Deliverables

- Stock taking exercise report with roadmap on integrating migration into climate change.

4. Performance indicators for the evaluation of results

The consultancy will be evaluated against the following indicators, for which targets will be discussed with IOM:

- Quality of the desk analysis provided by the consultant.
- Delivery during workshops and ability to coordinate different stakeholders in order to consult widely.
- Proposed roadmap for integrating migration into climate change.

5. Education, Experience and/or skills required.

Education:

- Advanced university degree in Economics, Political Science, International Relations, Migration, Development, Social Sciences, or a related field from an accredited academic institution with at least seven years of relevant professional experience.

Experience and skills:

- Proven experience in analysis, consulting and/or market research and/ assessments
- Strong knowledge of the local economic and political context, ability to independently identify and connect with relevant stakeholders
- Strong writing and analytical skills, ability to produce clear and well-written reports

6. CompetenciesValues

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

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.

7. How to apply:

Interested candidates are invited to submit their cover letters (detailed expression of interest) and CVs with names and contacts of three referees, listing references to previous similar studies conducted or relevant publication(s) with subject line “**MECC Consultant**” by 4 March 2023 at the latest via e-mail to procurementbids@iom.int.

Please note that only shortlisted candidates will be contacted.

Posting period: 26 February 2023 to 4 March 2023

