

## Terms of Reference

### Drafting Global Compact for Migration (GCM) National Implementation Plan

#### 1. General Background

The United Nations (UN) Member States adopted the Global Compact for Safe, Orderly and Regular Migration (GCM) through General Assembly Resolution 73/195 in 2018. Furthermore, the United Nations also established the UN Network on Migration as a UN system-wide coordination platform to support Member States in the implementation of the GCM. The Network is hosted by the International Organization for Migration (IOM), which serves as both the Secretariat and through its Director General as the Coordinator of the Network. The Resolution also calls for the establishment of a capacity-building mechanism (CBM) to support the efforts of Member States to achieve migration governance which is in line with international standards.

Through the CBM, the Network will leverage whole-of-UN expertise to help Malawi facilitate safe, orderly, and regular migration and make migration work for sustainable development. Malawi became a GCM champion country in 2021. Malawi's commitment to safe, orderly and regular migration is evident through its coordination with other countries within the Southern Africa Development Community (SADC) to promote GCM implementation.

The Government of Malawi requested IOM and the country UN Network on Migration's support to organize consultative workshops with the UN, CSOs and the Government to draft the National GCM Implementation Plan and revamp a national coordination mechanism structure to ensure accountability and effective rolling out of GCM-related interventions. The draft National Migration Policy is aimed at providing national guidance on various thematic areas of migration, and the National GCM Implementation Plan will set a plan of action for implementing key elements of the policy and other relevant sector policies to accelerate GCM implementation. The consultancy contributes to the EU-UN Migration Capacity Building Partnership implemented by the International Organization for Migration (IOM) in Malawi on behalf of the UN Network for Migration.

#### 2. Scope of Work

- Stakeholder consultations and identification of 3-5 priority areas identified by GCM stakeholders
- Design and drafting of the GCM Implementation Plan and Monitoring and Evaluation Framework
- Design and validation of National Coordination Mechanism TORs for both whole of government and whole of society stakeholders to steer GCM National Implementation Plan objectives
- Consolidation of feedback from GCM stakeholders and incorporation into final draft of the GCM Implementation Plan and Monitoring and Evaluation Framework (4 days)
- Draft, review and validation of the GCM Implementation Plan (2024-2030)

#### 3. Deliverables of the Consultancy

- Inception report
- Produce validated costed GCM National Implementation Plan
- Monitoring and Evaluation Framework

- Produce validated National Coordination Mechanism Structure/TORs for both government and non-government stakeholders

#### **4. Duration of consultancy**

20 days (inclusive of 2-3 stakeholder workshops co-facilitated by IOM and Ministry of Homeland Security) over 4 months

#### **5. Education, experience and/or skills required**

The following qualification criteria will be applied during the selection of the consultants:

- Advanced university degree in migration studies, social sciences, development studies, economics, international relations or law
- A minimum of five years experience in migration governance and other relevant global framework for migration governance
- Demonstrated experience in producing quality reports in the English language
- Excellent oral communication and writing skills
- Strong communication and negotiation capacities
- Fluency in English language
- Excellent organizational skills and detail-oriented
- Ability to work independently and as part of a team
- Proven knowledge of the migration context in Malawi is an advantage

#### **6. Diversity**

- Adheres to the core values of the United Nations; in particular, is respectful of differences of culture, gender, religion, ethnicity, nationality, language, age, HIV status, disability, and sexual orientation, or other status;
- Working knowledge of one or more additional languages relevant for Malawi would be an added advantage.

#### **7. Reporting/ Contract Management**

The Consultant will work under the Ministry of Homeland Security, monitored by IOM. IOM will be responsible for managing the contractual agreement with the consultant.

Applicants are kindly requested to submit the following:

- a. CV and a cover letter
- b. Technical proposal
- c. Financial proposal
- d. Sample of relevant previous work

Applications are to be sent to [lilongwevacancy@iom.int](mailto:lilongwevacancy@iom.int), with the subject line as following “**Consultancy – GCM National Implementation Plan and National Coordination Mechanism**”.

**Only shortlisted candidates will be contacted by IOM following receipt of their CV and cover letter.**

**NB. Female candidates are encouraged to apply**

**IOM Contact details:**

International Organization for Migration (IOM),  
Area 13, Plot 97, Sogecoa Golden Peacock Hotel Complex, Lilongwe, Malawi.

**Closing date:** 26 August 2024