



TERMS OF REFERENCE

1. **Duty Station of the Consultancy:** Australia (preferably, Canberra)
2. **Duration of Consultancy:** Three months (August – October 2024)
3. **Nature of the consultancy:** Expert services to map and develop a Resource Mobilization Strategy and Donor Engagement Action Plan to guide IOM's Australia future engagement and partnerships with stakeholders in Australia and New Zealand

4. **Project Context and Scope:**

Established in 1951, the International Organization for Migration (IOM) is the leading intergovernmental organization in the field of migration and is committed to the principle that humane and orderly migration benefits migrants and society. IOM is part of the United Nations system, as a related organization. IOM supports migrants across the world, developing effective responses to the shifting dynamics of migration and, as such, is a key source of advice on migration policy and practice.

Country Office for Partnerships and Advocacy (COPA): IOM Australia is one of the Country Offices for Partnerships and Advocacy (COPAs) in IOM whose primary focus is relationship development with donor countries (Australia and New Zealand), ensuring the establishment of adequate liaison and information channels, and supporting Country Offices with outreach and advocacy.

Under the overall supervision of the IOM Chief of Mission based in Canberra, Australia and the direct supervision of the Senior Programme Officer in IOM Australia, in close coordination with the relevant units at the Headquarters (HQs), the Regional Offices (ROs), and the Country Offices (COs), the Partnership and Advocacy Officer will be in charge of mapping and developing a Resource Mobilization Strategy and Donor Engagement Action Plan to guide IOM's Australia future engagement and partnerships with stakeholders in Australia and New Zealand.

5. **Organizational Department / Unit to which the Consultant is contributing:** The consultancy will contribute to multiple units at IOM Australia, to strengthen its resource mobilization functions.

Country Office for Australia and Coordinating Mission for New Zealand

4th Level Bright Consulting Bldg • 161 London Circuit • PO Box 1009 • Civic Square • Canberra • ACT 2608 • Australia
Tel: +61 (02) 62.67.66.00 • Fax: +61 (02) 62.57.37.43 • E-mail: IOMCanberra@iom.int

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

Category B Consultant hired to deliver a Resource Mobilization Strategy and Donor Engagement Action Plan on a three-instalment payment basis:

1. **First deliverable** – Preliminary Mapping of the donor landscape in Australia and New Zealand: existing IOM donors and potential donors/engagement opportunities, both in public and private sectors, for scale-up - First instalment payment - Deliverable by email by 1 August 2024
2. **Second deliverable** – Thorough assessment of the 5 most important/potential donor for IOM in each country, identifying their priorities in comparison with IOM funding needs. Deliver donor profiles and funding histories, and thematic priorities analysis. Provide an assessment, based on outreach to IOM-selected missions worldwide, of key factors of success and lessons learned in IOM's successful resource mobilization with Australia and New Zealand. Outline of Resource Mobilization Strategy and Donor Engagement Action Plan for Australia and New Zealand – Second instalment payment - Deliverable by email by 1 September 2024
3. **Final deliverable** – Final draft Resource Mobilization Strategy and Donor Engagement Action Plan for Australia and New Zealand respectively – Third and Final instalment payment - Deliverable by email by 30 September 2024

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

The Consultant's performance will be evaluated against the following criteria: timeliness, responsibility, initiative, communication, and quality of the products delivered.

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

- Experience in government liaison, partnership building, and resource mobilization with proven success in drafting strategies with government stakeholders and other public sector organizations.
- Excellent understanding of migration-related issues as well as priorities in the government of Australia and New Zealand;
- Experience in project development, donor liaison, and reporting;
- Experience in exploring new resource mobilization opportunities and providing inputs to design and develop proposals for different countries in need;
- Experience building long-term partner relationships with different government agencies and understanding of the value of expanding relationships across geographies and comfortable engaging with multiple sectors;
- Experienced in working cross-functionally and obtaining relevant content and information from different units to build partnerships with government counterparts.
- Proven government liaison and resource mobilization experience and knowledge in public sector with an in-depth understanding of partnerships with government, civil society, and UN agencies;
- Strong ability to reconcile the needs of the Organization with those of the partner;
- In-depth knowledge of UN and bilateral donor programming.
- Bachelor's degree in public Affairs, Political Science, Human Rights, International Relations, Business

- Management, or related degree with five years of professional experience; or,
- Master's degree in the above with three years of relevant professional experience.

9. Travel required

If not Canberra-based, the consultant could be required to attend meetings in Canberra at their own cost. The number of trips required should not exceed two, with a maximum of two days each.

10. Competencies

Values

- **Inclusion and respect for diversity:** respects and promotes individual and cultural differences. Encourages diversity and inclusion.
- **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.
- **Courage:** demonstrates willingness to take a stand on issues of importance.
- **Empathy:** shows compassion for others, makes people feel safe, respected and fairly treated.

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 actions and delegated work.
- **Communication:** encourages and contributes to clear and open communication. Explains complex matters in an informative, inspiring and motivational way.

How to apply:

Interested candidates are invited to submit their applications via email to HRCanberra@iom.int by 18 July 2024 at the latest.

Kindly indicate the reference code CON/AU/001/2024 followed by your full name in the subject line.

Applications should include:

- a) CV
- b) Cover letter
- c) IOM Personal History form which can be downloaded from this link <https://australia.iom.int/careers>
- d) Financial proposal

Only shortlisted candidates will be contacted.

Posting period:

From 05.07.2024 to 18.07.2024