



IOM International Organization for Migration
OIM Organizația Internațională pentru Migrație

PROJECT:
“CONSOLIDATING MOLDOVA’S MIGRATION AND DEVELOPMENT INSTITUTIONAL FRAMEWORK”

Activity:
“Two capacity building trainings on leadership and diaspora engagement for BRD employees”

TERMS OF REFERENCE

Overview: Within the framework of the SDC funded project “Consolidating Moldova’s Migration and Development Institutional Framework” IOM is supporting the Moldovan authorities in developing their capacity of interacting with Moldovan Diaspora¹ on the country’s development issues. This aims at strengthening the partnership between Diaspora organizations and the Moldovan Government for supporting relevant Diaspora’s initiatives on increasing its efficient and systematic engagement in activities benefiting the national and local development of the Republic of Moldova.

Objective: In line with the core objectives of the EU-Moldova Mobility Partnership and the SDC’s strategy on fostering the links between migration and development, the current project aims at contributing to enhancing the Diaspora, Migration and Development national and local framework for maximization of the positive impact of migration on the socio-economic development of the Republic of Moldova. Against this background, the current activity will support the capacity of the Bureau for Relations with the Diaspora (BRD) to assume an independent and sustainable role of coordination within the area of Diaspora migration and development (DMD). Furthermore, the activity will facilitate the productive involvement of Moldovan diaspora and Migrants in their homeland’s development. The BRD coordination role will be further enhanced, resulting in the strengthening of the overall Government’s capacities for elaborating and implementing diaspora-engagement policies and services in a whole-of-government approach.

Justification: In light of the current needs of Moldova’s development, such as the implementation of the country’s development agenda, including the EU-Moldova Association Agreement, the Government of Moldova (GoM), through BRD, requires leadership skills and consistent support in systematic diaspora engagement. This is especially relevant concerning activities benefiting the national and local development of the Republic of Moldova and the creation of prerequisites for the Diaspora to generate and implement its own initiatives in the area. A significant drawback for an efficient Diaspora engagement is the limited coordination capacity within the state institutions with a diaspora-engaging mandate. Moreover, there is limited coherence of actions at national and local levels. This implies lack of sufficient leadership skills along with lack of expertise in implementing diaspora-engagement policies and services. These kind of deficiencies are largely linked to insufficient training in the field. This project component is tailor-made to contribute to gradual elimination of the mentioned shortcomings. The support should envisage consolidation of the capacity building in accordance to the existing EU standards and best practice.

The Consultant: The IOM, in cooperation with BRD will commission (based on a standard IOM contract) a national trainer (Consultant) on Leadership and diaspora engagement. Under the overall guidance of the

¹ The term “diaspora” is defined by the Republic of Moldova Government (no. 780 of 19 October 2012, article 7) as “the citizens of the Republic of Moldova who are staying temporarily or permanently abroad, persons with origin from the Republic of Moldova and their descendants, as well as the communities formed by citizens and persons of Moldovan origin living abroad.”

IOM project team and BRD administration, the Consultant will firstly make a pre-assessment of the BRD capacities and institutional training facilities and instruments available for training in this area. Following this pre-assessment, the training Consultant will develop a consistent Training Guide (TG) on Leadership and diaspora engagement to be integrated into the BRD continuous training scheme. The TG will be based on the most advanced international standards and best practices while taking into account the BRD needs of enhancing skills.

The TG shall contain tools for diaspora engagement, such as understanding of diaspora's needs, trust building, and developing long-term strategic partnerships. The BRD representatives should furthermore attain various means by which they can encourage the productive contributions of the diaspora, through for instance human, financial, entrepreneurial, and social resources.

It shall also contain relevant aspects of key leadership skills, such as decision-making, effective problem solving, delegation, giving and receiving feedback, overcoming resistance to change, motivation techniques, prioritizing, envisioning the future and communicating in difficult situations. The TG will be subject to consideration by the IOM project team and BRD administration.

Based on the accepted TG, the Consultant will conduct **2 (two) capacity building trainings, two-days each**, for the BRD team. The trainings will be organized in Chisinau at two separate occasions, within the period of the Consultant's assignment (preliminary/ proposed dates for the trainings are March and September/October 2016), based on a mutual agreement between IOM, BRD and the Consultant.

Upon completion of the capacity building training, the BRD staff will have a full understanding of the training topics. They will have raised their cognitive and competence level and acquired necessary skills for contributing to BRD's coordinating role within the area of Diaspora, Migration and Development. The beneficiaries of the training will furthermore have elevated their ability to implement policies and services for and with the diaspora. This should create important conditions for a better efficiency of the training exercise and self-sustainability of the respective training interventions for BRD employees.

Expected Deliverables:

1. A comprehensive proposal for a consistent training guide on leadership and diaspora engagement for BRD employees.
2. Two capacity building trainings, two-days each, for BRD representatives.

Working method and Partners: The Consultant will carry out the activity, based on consultations with and in collaboration with IOM and the BRD.

Note: In his/her activity, the Consultant will be guided by human rights and gender compliance principles and will support the coordination efforts undertaken by various stakeholders, including IOM, the Government, local authorities, non-governmental and international organizations and donors to ensure human rights, gender compliance and anti-corruption focus of the state agencies' activity.

Inputs: While executing the tasks, the Consultant will work in in close cooperation and coordination with the BRD staff and IOM project team. The IOM Moldova project team and relevant BRD staff assigned will provide various logistical, operational, and liaising supports to facilitate the effective implementation of the activity.

Period of assignment and remuneration: It is expected that the Consultant will spend up to 14 working days for the envisaged activity under this ToR, including preparation time, during the period March 2016 – October 2016. Upon completion by the Consultant of all tasks hereunder, the Consultant shall submit to IOM a final report on all tasks and activities performed no later than 1 November 2016. IOM will pay the Consultant a competitive all-inclusive fee for the actual number of working days.

Desired qualifications and competences:

- University degree in international relations, management, public administration or an equivalent combination of relevant training and experience
- At least three years of progressively responsible work in the field of effective leadership and management (including capacity building activities and trainings).
- Proven in-depth knowledge of the Diaspora, Migration and Development topic and diaspora engagement (including in the Moldovan context).
- Experience in working with governmental institutions and non-governmental organizations.
- Ability to multi-task and work efficiently under minimal supervision with high level of resilience.
- Strong inter-personal skills demonstrated by the ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Good communication, interpersonal and organizational skills, integrity.
- Proven high level of discretion and flexibility.

Languages: Good knowledge of Romanian language (speaking and writing) and working knowledge of the English language.