

Position Title : **Consultant (Research) - WASH and Durable Solutions**

Duty Station : **Homebased**

Classification : **Consultant, Grade Other**

Type of Appointment : **Consultant, three months**

Estimated Start Date : **As soon as possible**

Closing Date : **07 August 2024**

*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.*

## **Context:**

### **Project Context and Scope**

As part of the IOM Global Water, Sanitation and Hygiene (WASH) Strategic Plan 2023-2026, the IOM Global WASH Unit aims to establish a robust knowledge base on various themes, contributing to informed policy-making, enhanced visibility products, comprehensive guidance, and improved project design. This includes the development of an annual compendium of case studies which focuses on different themes.

The theme for 2024 is "WASH and Durable Solutions." This compendium will highlight the contribution of WASH interventions to achieving durable solutions for internally displaced persons (IDPs) in various contexts, which could include Afghanistan, Colombia, Ethiopia, Iraq, Mozambique, Somalia, South Sudan, Nigeria, Ukraine, Vanuatu, Yemen, or others as relevant. The compendium should include case studies from each mission, examining enablers and barriers for WASH contributing to durable solutions, as well as overall comparative analysis of lessons learned across missions to provide actionable insights for improved practices. The overall findings should include, but not be limited to how WASH programs support IOM's Framework on The Progressive Resolution on Displacement Settings and how WASH programs contribute to the sub-criteria outlined in the IASC Framework on Durable Solutions for Internally Displaced Persons (Annex 1), in-particular protection mechanisms, disaster risk reduction, food security, shelter and housing, medical services, education, employment and livelihoods and economic security.

The Compendium of Case Studies on WASH and Durable Solutions is a collaborative effort between the IOM Global WASH Support Unit and the IOM Peace and Recovery Division, with approximately two months handover and support from a research intern from the Royal Melbourne Institute of Technology (RMIT).

The research will encompass a literature review, quantitative data analysis (data provided by missions), and qualitative insights from semi-structured interviews with key IOM staff from selected missions. Three to five interviews and case studies will have already been completed by the RMIT Research Support Intern and the IOM Project Manager, as well as a basic analysis of key themes across these interviews, a draft literature review and an outline of the Compendium of Case Studies. The Research Consultant will review the work undertaken to date, highlight any gaps, collect additional data including interviewing remaining five to nine missions, conduct comparative analysis and develop the case studies, and develop the Compendium of Case Studies on WASH and Durable Solutions including providing overall findings.

## **Organizational Department / Unit to which the Consultant is contributing:**

Under the direct supervision of the WASH Officer (Research and Innovation Lead), the consultant (Category B) will provide support to Global WASH Unit, Department of Humanitarian Response and Recovery for the research on WASH and Durable Solutions across and development of a Compendium of Case Studies.

## ***Core Functions / Responsibilities:***

### **Tasks to be performed under this contract**

#### **Activity 1:**

- Literature review of all relevant documents, including project narrative reports, durable solutions frameworks, government reports, and other.
- Analysing qualitative data collected by Research Intern to date
- Analyzing quantitative data provided by missions (where available).

#### Outputs:

- Updated outline of Compendium of Case Studies on WASH and Durable Solutions
- Gap analysis including how the consultant expects to meet any data gaps.

#### Target Completion:

- Two weeks from contract signature.

#### **Activity 2**

- Conducting follow-up interviews and additional semi-structured interviews with key IOM staff from a minimum of 5 additional missions.
- Performing a comparative analysis of findings across the missions.
- Synthesizing research into a Compendium of Case Studies on WASH and Durable Solutions that includes a case study from each mission as well as overall findings on how WASH contributes to durable solutions, with actionable recommendations and lessons learnt.

#### Outputs:

- Draft Compendium of Case Studies on WASH and Durable Solutions.

#### Target completion:

- Two months from contract signature

#### **Activity 3**

- Address IOM comments and submit final compendium in format suitable for graphic designer.

#### Outputs:

- Final Compendium of Case Studies on WASH and Durable Solutions based on Global WASH Unit and Transition and Recovery Division comments

#### Target completion:

- Three months from contract signature

### **Performance indicators for evaluation of results**

- **Timeliness:** Adherence to project timelines and milestones, ensuring timely completion of deliverables.
- **Comprehensive approach:** Ensuring a comprehensive approach in conducting literature review, interviews, analysis, and development of the compendium.
- **Quality of deliverables:** Delivery of high-quality Compendium of Case Studies on WASH and Durable Solutions that meet or exceed IOM expectations.
- **Effective communication:** Consistent and clear communication with WASH Project Manager.

### ***Required Qualifications and Experience:***

#### **Education**

- Masters degree or PhD in relevant discipline.

#### **Experience**

- Extensive research experience including quantitative and qualitative data collection and analysis; and,
- Prior experience in researching WASH, durable solutions, transition and recovery or related fields is a plus.

#### **Skills**

- Excellent written and verbal communication skills; and,
- Proficiency in relevant software/tools for data analysis.

#### **Languages**

IOM's official languages are English, French, and Spanish. All staff members are required to be fluent in one of the three languages.

For this position, fluency in English is required (oral and written). Working knowledge of another official UN language (Arabic, Chinese, French, Russian, and Spanish) is an advantage.

Proficiency of language(s) required will be specifically evaluated during the selection process, which may include written and/or oral assessments.

#### **Notes**

Annexes:

- **Annex 1:** IASC Framework on Durable Solutions for Internally Displaced Persons

<https://bit.ly/IASCFDSIDPAPR2010>

- **Annex 2:** IOM's Approach to Supporting Development Solutions to Internal Displacement

<https://www.iom.int/resources/iom-framework-addressing-internal-displacement>

- **Annex 3:** Example compendium of case studies - IOM contributions to progressively resolve displacement situations

<https://publications.iom.int/books/iom-contributions-progressively-resolve-displacement-situations-compendium-activities-and>

The consultant must adhere to the International Organization for Migration (IOM) Data Protection Principles (IN/138) and maintain confidentiality.

The consultant will be responsible to follow IOM writing guidelines and latest glossaries in all given assignments for accurate translation.

<sup>1</sup> Accredited Universities are the ones listed in the UNESCO World Higher Education Database (<https://whed.net/home.php>).

### **Required Competencies:**

**Values** - all IOM staff members must abide by and demonstrate these five 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.

IOM's competency framework can be found at this link.

[https://www.iom.int/sites/default/files/about-iom/iom\\_revised\\_competency\\_framework\\_external.pdf](https://www.iom.int/sites/default/files/about-iom/iom_revised_competency_framework_external.pdf)

Competencies will be assessed during a competency-based interview.

### **Other:**

- The appointment is subject to funding confirmation.
- Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and background verification and security clearances. Subject to certain exemptions, vaccination against COVID-19 will in principle be

required for individuals hired on or after 15 November 2021. This will be verified as part of the medical clearance process.

- Vacancies close at 23:59 local time Geneva, Switzerland on the respective closing date. No late applications will be accepted.

***How to apply:***

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 07 August 2024 at the latest, referring to this advertisement.

IOM only accepts duly completed applications submitted through the IOM e-Recruitment system. The online tool also allows candidates to track the status of their application.

Only shortlisted candidates will be contacted.

For further information please refer to: [www.iom.int/recruitment](http://www.iom.int/recruitment)

***Posting period:***

From 25.07.2024 to 07.08.2024

***No Fees:***

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training or other fee). IOM does not request any information related to bank accounts.

Requisition: CON 2024 25 Consultant (Research) - Water, Sanitation, and Hygiene#(WASH) and Durable Solutions - Homebased (59035500) Released

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