



NATIONAL CONSULTANT

OPEN TO INTERNAL & EXTERNAL CANDIDATES

Organizational Unit : **LABOUR MOBILITY & HUMAN DEVELOPMENT**
Expertise : **GAP ANALYSIS & DATA MANAGEMENT**
Duty Station : **IOM MALDIVES**
Type of Appointment : **CONSULTANCY**
Estimated Start Date : **ASAP (4 months Consultancy)**
Closing Date : **30 SEPTEMBER 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 government and migrants.

IOM is committed to a diverse and inclusive environment. Read more about diversity and inclusion at IOM at [Diversity and Inclusion at IOM | International Organization for Migration](#) Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

Project Context and Scope:

Maldives Supporting Migrant Health Data Collection and Management in Tourist Resorts is a 24-month project financed by the IOM Development Fund (IDF). The project aims to contribute to efforts by the Government of Maldives to respond more effectively to health needs of migrant workers in the country, particularly to those employed in the tourism industry.

It is acknowledged that migrant workers face unique challenges, including communicable diseases, occupational hazards (e.g. accidents), substance consumption, and non-communicable diseases. Furthermore, issues such as insufficient medical insurance, delays in accessing healthcare services, limited knowledge of disease trends, and inadequate occupational health and safety measures hinder their access to timely and adequate healthcare.

Despite having identified improving migrant health management as a key priority in the national migration agenda, meeting the government's strategic health objectives is a significant challenge due to the lack of disaggregated health data and collaboration between inter-agencies in sharing migration health data. Collection and utilization of Migrant Health Data in the tourism sector is important for policy-making and contingency planning to manage health risks in the tourism Sector. To address the health emergencies as a community, the availability of migration health data in the tourism sector is crucial, this will also facilitate the strengthening the capacity of the tourism sector in addressing the health risks among the migrant population.

Vis-à-vis these challenges and needs, this initiative aims to support the efforts to enhance the response to the health needs of migrant workers, with a particular emphasis on those employed in the tourism industry. The goal is to improve the overall health and well-being of migrant workers and the host communities, ensuring the right of everyone to just and favourable conditions of work, through evidence-based decision-making. It will also focus on increasing the capacity within the government and tourism sector in addressing health-related risks and emergencies, including safe and healthy working conditions, and the right of everyone to health, as well as guaranteeing their inclusion and protection.

Core Functions / Responsibilities:

In close coordination with the Ministry of Health, Ministry of Tourism, and IOM project manager, and in consultation with all relevant stakeholders, the consultant will:

1. Develop inception report for the identified activities with detailed timeline and workflow.
2. Conduct a desk review of existing systems, procedures, and emergency preparedness exercises and drills to identify gaps.
3. Support the Ministry of Health to revise existing procedures and draft cohesive SOP(s) on coordination flows with tourists on data exchanges, in line with international data protection standards. This requires the consultant to:

- i. Submit draft SoP(s) based on gaps identified
 - ii. Submit the final SoP(s)
4. Support the Ministry of Health and Ministry of Tourism to draft model contingency plans on managing health risks effectively in tourist resorts and on conducting capacity-building scenario exercises. This requires the consultant to:
- i. Draft model health risk management contingency plan which includes:
 - a. Desk review of existing procedures
 - b. Training guidelines/modules
 - c. Health emergency preparedness and capacity building scenarios and drills
 - ii. Conduct validation workshop
 - iii. Submit the final plan

Performance Indicators for Evaluation of Results

- Availability & quality of the inception report.
- Availability and comprehensiveness of the draft SOP(s).
- Availability of the draft contingency plan that includes:
 - a. Key findings of desk review
 - b. Training guidelines/modules
 - c. Health emergency preparedness scenarios and drills
- Successful conclusion of validation workshop.
- Quality of the final SOP(s).
- Delivery of the final contingency plan in line with the expected standards.

Duty Travel

- As and when required.

Required Qualifications and Experience

Education

- Master’s degree in health research, risk management, law, public health, or any other relevant area.

Experience & Skills

- Good command of both English and Dhivehi (spoken, written and presentation) including word processing skills in both languages, and report writing skills according to set formats and guidance.
- Strong background in research (especially research ethics).
- Strong interpersonal skills and communication skills and ability to work together as a team with a variety of stakeholders and meet deadlines.
- Able to work long hours and travel outside of Greater Male’ region if needed.
- Previous experience working in similar projects will be desirable.

Languages

Fluency in **English** is required. Working knowledge of Dhivehi will be advantageous.

Required Competencies

Values

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintain high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates the ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

Core Competencies – Behavioural indicators - *level 1*

- **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.

Other

Appointment will be subject to certification that the candidate is medically fit for appointment and successful reference checks.

How to apply:

Candidates with the required qualifications and competencies are invited to submit their candidature for the position to **HRSRILANKA@iom.int** together with the following documents by **Monday 30th September 2024**.

- (1) Cover letter
- (2) Updated Curriculum Vitae

Only shortlisted candidates will be contacted.

Posting period:

From 24.09.2024 to 30.09.2024

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 during the selection process.