



OPEN TO INTERNAL AND EXTERNAL CANDIDATE

Reference No. : **CFCV/MZ10/2023/057**
Position Title : **Housing Community Engagement Consultant
(Shelter NFI & Housing)**
Duty Station : Beira, Mozambique
Organization Unit : Shelter NFI & Housing Programme
Classification : **Consultancy, Category: A**
Type of Appointment : Consultancy Contract, 06 (six) months with
possibility of extension.
Report to : Programme Manager (Shelter NFI & Housing)
Estimated Start Date : As soon as possible
Closing Date : **21 July 2023**

IOM is committed to a diverse and inclusive environment. This is a request for Curricula / expression of interest for the position of **Housing Community Engagement Consultant (Shelter NFI & Housing)**. The successful candidate will be offered a consultancy contract

CONTEXT:

The International Organization for Migration (IOM), the UN Migration Agency is a dynamic and growing inter-governmental organization, with 172 member states. IOM is committed to the principle that “humane and orderly migration benefits migrants and society”. Established in 1951 and now active in over 440 field locations worldwide, IOM works with partners, government, and civil society to promote international cooperation to address operational challenges of migration and mobility, assist in the search for practical solutions to migration problems, and to provide humanitarian assistance to migrants in need, including refugees and internally displaced people. IOM addresses the migratory phenomenon from an integral and holistic perspective, including links to development, in order to maximize its benefits and minimize its negative effects.

Mozambique is highly vulnerable to climate change and is one of the most disaster-prone countries in the world, ranking among the top 20 countries prone to multi-hazard risks. Mozambique faces a triple humanitarian crisis that includes conflict in the Northern provinces, reoccurring disasters related to natural hazards due to climate shocks, and the impact of the COVID-19 pandemic.

Following the cyclones and floods that have hit Central Mozambique over the last 4 years, there is much evidence that the cyclone-affected populations have been very dynamic in re-starting

their own livelihoods, and to the degree possible, in initiating repair or reconstruction of their own housing. In many cases, this has been aided through the re-use of rubble or other discarded construction materials, or (in rural areas) through the harvesting of local natural materials used for housing and shelter. However, there is many households who have not had the resources to start the recovery process, and who remain in very vulnerable houses some of which have been recovered without the technical knowledge to make their efforts truly safe or sustainable.

To ensure a safe and resilient environment for the reconstruction, the Government of Mozambique is committed to implement the Cyclone Idai and Kenneth Emergency Recovery and Resilience Project (CERRP), which is funded by the World Bank and created with the purpose to support the recovery of public and private infrastructure and livelihoods while strengthening climate resilience in the areas most affected by Cyclones Idai and Kenneth. In this context, IOM has been selected as implementing partner for the support in reconstruction and retrofit of 6,672 houses in the district of Beira (Sofala Province).

The Consultant will be responsible for overseeing the Housing programme-related tasks including coordination of day-to-day field activities implemented by the community engagement teams, ensuring the creation and coordination of community committees at neighbourhood level, coordination with local authorities and key focal points, and activation and follow-up of Grievance Redress Mechanism. The consultant will work under the overall supervision of the Shelter NFI-Housing Programme Manager and the direct line management of the social specialist, while coordinating with the environmental specialist and the Construction Engineers.

RESPONSIBILITIES AND ACCOUNTABILITIES

1. In coordination with the social specialist, the Housing Community Engagement Consultant will serve as main point of contact between local communities, local authorities, and the project implementation team in relation to the community mobilization.
2. Provide technical and operational support to overall Community Engagement activities in strengthening and mainstreaming strategies from the service delivery side; aligning with technical and operational priorities and objectives; and delivering through existing local structures.
3. Ensure community engagement implementation plans are evidence-based, coordinated, and well executed, so that community concerns, sociocultural beliefs and practices impacting the housing interventions are addressed.
4. Work closely with technical teams to assess the integration and effectiveness of community engagement practices. Identify strengths, weaknesses and gaps and design interventions to address these training/capacity building, supervision, tools, etc.
5. Ensure the creation of community committees are in place for each of the neighbourhoods of the housing reconstruction programme in Beira.
6. Ensure the activation and follow-up of Grievance Redress Mechanism.

7. Provide on-the-job coaching and training on social and community engagement best practices to members of the Shelter unit and in line with IOM's system, processes, rules, and regulations.
8. Develop effective relationships with peer units and collaborators including GREPOC, Local authorities, UN Habitat to ensure project activities are effectively implemented and according to the best practice.
9. Ensure that project cross-cutting issues such as Social Impact, Value for Money, Risk Management, Gender Equity and Social Inclusion, Conflict Sensitive Programming, and project contribution to economic growth aspects are fully integrated into the project outputs and reported on.
10. Conduct any other activity as agreed with the Shelter NFI-Housing Programme Manager.
11. Perform such other duties as may be assigned.

Performance indicators for the evaluation of results

The consultancy will be evaluated against the below indicators:

- Monthly reports with the progress on the delivery of the consultancy tasks above mentioned.
- Reports submitted and showing clear recommendations of the actions to be carried on.
- End of project report by month six.

EDUCATION

- Academic degree in Social Sciences, Social work or alike (minimum of bachelor's degree), with a minimum of 5 years of relevant professional experience in social aspects associated with infrastructure projects.

EXPERIENCE/SKILLS

- Experienced in the development and implementation of stakeholder engagement plan, risk identification, development of mitigation measures, Grievance redress mechanism, conflict resolution, gender, social inclusion, and social work with vulnerable groups.
- Experience with World Bank environmental and social standards constitutes an advantage.
- Versed in community mobilization (mandatory, exclusive).

LANGUAGES

Fluency in **English and Portuguese** both oral and written is a must.

TRAVEL REQUIRED

- The Consultant (Housing Community Engagement Assistant) will be based in Beira field office and will be required to travel on duty as per the Project needs.

REQUIRED COMPETENCIES

The incumbent is expected to demonstrate the following values and 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: Maintain 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.

Other

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

How to apply

Interested candidates are invited to submit their applications in **ENGLISH**, with:

- a) Cover letter clearly specify suitability and availability date.
- b) Detailed *curriculum vitae*, including skype user ID, phone number, historical salary and minimum three referees (preferably former direct supervisors).

Please submit your application by email to iommzbvacancies@iom.int, indicating your name and the reference code above **[Name, CFCV/MZ10/2023/057 – Housing Community Engagement Consultant (Shelter NFI & Housing)]** as subject. The deadline for applications is **21 July 2023**.

Only applicant who meets the above qualification will be considered.

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.

Posting period:

From 07.07.2023 to 21.07.2023