



## **NATIONAL CONSULTANT (MGU)**

### **OPEN TO INTERNAL & EXTERNAL CANDIDATES**

Organizational Unit : **MIGRATION GOVERNANCE UNIT**  
Expertise : **INTEGRATED GUIDANCE AND REFERRAL SYSTEM (IGRS)**  
Duty Station : **COLOMBO**  
Type of Appointment : **CONSULTANCY**  
Estimated Start Date : **ASAP**  
Closing Date : **25 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 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:**

The Integrated Guidance and Referral System- referred to as the IGRS was formally commissioned in July 2023. This solution aims to assist, guide and monitor aspirant migrant workers with a credible mechanism to disseminate objective information, deliver systematic guidance and assistance, upskilling programmes to bridge the skills gap, and connect prospective foreign employers and licensed foreign employment agencies. IGRS targets over 20 occupations with 200+ subcategories that are in high demand in overseas markets. The IGRS delivers end-to-end services including registration, screening, referral to upskilling, guiding and monitoring in a coordinated, collaborative manner.

Under the direct supervision of the Senior Project Coordinator (MGU), in close coordination with the system developer, and in consultation with the relevant stakeholders, the consultant is expected to engage and facilitate in initiatives focused on implementation, management and support and maintenance of the existing system as well as to review the system architecture and its functionalities, codebase, and to recommend technical measures to optimize the system. More Specifically, the functions include:

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

1. Review the current system architecture, technical documentation and evaluate the compliance with the technical specifications.
2. Evaluate the system security features against the recommended industry standards.
3. Evaluate the system audit trails (logs) generated by the IGRS against the recommended industry standards.
4. Provide technical solutions/recommendations where necessary to rectify any flaws identified in the architecture and system workflows.
5. Review and endorse the implementing party's technical proposal/s for implementing the remedial measures.
6. Conduct post-deployment review of the system after the changes and assess compliance with the technical recommendations.
7. Review and update the detailed system requirement specifications and system design documents to align with the current system status.
8. General tasks:
  - a) Attend project meetings, stakeholder consultations, site visits as required.
  - b) Provide advice to IOM on matters relating to quality assurance of the products and solution delivery in a timely manner.
9. Provide any other advice throughout the project lifetime as may be required to facilitate the comprehensive implementation.

### **Performance Indicators for Evaluation of Results**

- Submission of a technical recommendation report to strengthen system architecture and workflows in line with industry standards/ best practices.
- Submission of a post-deployment technical evaluation report on the implemented system modifications.
- Submission of an updated detailed system requirement specification and system design document.

## Travel

Consultant will be required to carry out official travel when applicable.

## **Required Qualifications and Experience**

### Education

- Master's Degree / University Degree in a field related to Information Technology, Information Systems, Information Security, Machine Learning, Information Management System Design and Architecture, Technological Innovation from an [accredited academic institution](#) with 5 years of relevant professional experience.

### Experience & Skills

- Experience working across the domains of system design and cyber security, ICT system risk management frameworks, system vulnerability and penetration testing, information security, and data science.
- Previous experience working with government stakeholders, in particular with the labour migration sector.
- Previous experience in liaising with government officials, implementing partners and United Nations Agencies.
- Excellent Communication and interpersonal skills.
- Ability to communicate effectively and meet deadlines.

### Languages

Fluency in **English** is required. Working knowledge of Sinhala/Tamil 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. Women with the above qualifications are encouraged to apply.

### 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 **Sunday 25<sup>th</sup> August 2024**.

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

Only shortlisted candidates will be contacted.

**Posting period:** From 15.08.2024 to 25.08.2024

**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 during the selection process.