



Terms of Reference: Diaspora Mentorship Program on Diaspora Engagement for the Gambian Diaspora Directorate, Ministry of Foreign Affairs, International Cooperation and Gambians Abroad

1. General Information

Under the project, “*Supporting Local and Economic Development in The Gambia,*” (SLED) the International Organization for Migration (IOM) is launching several mentorship programs for skills and knowledge transfer aimed at key Government Institutions and selected youth in The Gambia.

The project is funded by the Government of Italy through the Italian Agency for Development Cooperation (AICS). This project aims to promote local economic development, diaspora involvement/engagements in countries of origin, youth empowerment and creation of employment opportunities for youth as ways of mitigating irregular migration.

IOM is seeking one Diaspora Expert to provide skills and knowledge transfer to the Gambian Diaspora Directorate, Ministry of Foreign Affairs, International Cooperation and Gambians Abroad.

2. Eligibility

Applicants for the mentorship program must be Gambian Diaspora members and holders of professional degrees that enable them to consider themselves as experts in their field of work and in the area of intervention for this project.

The Gambian Diaspora Directorate is seeking a Diaspora Expert on Diaspora Engagement.

The Gambian Diaspora Expert participating in this mentorship program will be requested to:

- Organize training sessions in their area of expertise for a period of up to 4 weeks;
- Create relevant training materials;
- Develop a workplan and financial proposal if applicable;
- Work cooperatively with the Gambian Diaspora Directorate administrators, support personnel, etc.
- Demonstrate an accurate and up-to-date knowledge of content;
- Assign reasonable tasks to mentees within the Gambian Diaspora Directorate;
- Maintain accurate, complete and appropriate records and files for reporting;
- Write a final report.

The Gambian Diaspora Directorate is seeking a Gambian Diaspora Expert with the following minimum experience, qualifications, and competencies:



- Master's Degree in International Relations, Development Economics and/or Communications with five years of experience;
- Ability to train participants and multi-task at work;
- Proven experience in preparing lesson plans or training guides and using appropriate materials and equipment for the needs of their respective participants;
- Proven experience in managing projects according to deadlines;
- Strong interpersonal skills;
- Excellent written and oral communication skills;
- International development experience.

Applicants must also be:

- Legally residing in the host country;
- Of legal age;
- Allowed to travel outside the host country;
- Sufficiently knowledgeable on technical and institutional aspects related to the implementation of the project;
- Holders of a bank account that has been opened for at least two years.

3. Objective of the Mentorship Program

The objective of the mentorship programs is to promote the training and professional development of Government Institutions and youth through skills and knowledge transfer activities to be carried out by Diaspora members with proven experience in their area of intervention.

4. IOM Contribution

The selected Diaspora Expert will benefit from logistical support and financial assistance from IOM The Gambia throughout the duration of the mentorship program. IOM The Gambia will provide the selected Diaspora Expert with the following:

- Round-trip airfare;
- Daily subsistence allowance.

5. Project Location, Beneficiaries, and Duration

Project Location: Banjul, The Gambia

Target Group: The Gambian Diaspora Directorate, Ministry of Foreign Affairs, International Cooperation and Gambians Abroad

Duration: Up to 4 weeks



6. Workplan and Financial Proposal

As a part of the application process, interested applicants must submit a workplan outlining the anticipated activities and trainings including any training materials, necessary equipment or space, etc. for the duration of the mentorship program. In addition to the workplan, applicants are required to submit a financial proposal outlining the anticipated budget for the materials and/or equipment, if applicable.

7. Application Process

Interested applicants must submit their complete applications in English with the following attachments:

- CV;
- Cover letter;
- Workplan;
- Financial Proposal;
- Identification documents;
- Proof of diploma(s) from higher education institution(s).

How to Apply:

Interested applicants should send the aforementioned materials to the following email address: iombanjulrec@iom.int with the subject line: SLED_IOM_Diaspora_GDD. Deadline for submission of applications is 30th August 2021. Applications submitted after the deadline or with missing materials will be automatically disqualified. Please note that the selected candidate will be subject to a background/security check including verification of education certificates and any professional practicing license.