Overview: Within the framework of the SDC funded project “Consolidating Moldova’s Migration and Development Institutional Framework” IOM is supporting the Moldovan authorities in developing their capacity of interacting with Moldovan Diaspora on the country’s development issues. This aims at strengthening the partnership between Diaspora organizations and the Moldovan Government for supporting relevant Diaspora’s initiatives on increasing its efficient and systematic engagement in activities benefiting the national and local development of the Republic of Moldova. The importance of this support is especially high in light of the current political and economic situation, which created negative perceptions and concerns among the Moldovan migrants and affected Diaspora’s aspirations about Moldova’s development pace and trends.

Objective: In line with the core objectives of the EU-Moldova Mobility Partnership and the SDC’s strategy on fostering the links between migration and development, the current project aims at contributing to enhancing the Diaspora, Migration and Development national and local framework for maximization of the positive impact of migration on the socio-economic development of the Republic of Moldova. In this view, the current activity will support the Diaspora associations in enhancing knowledge and specific skills on project development and fundraising for enhancing Diaspora association capacity and Diaspora involvement and contribution to the country’s development, while increasing the diaspora’s engagement as well as propensity to systematically interact in key thematic areas with the Moldovan Government and local authorities, Governments and local authorities in the destination countries as well as with the potential donors.

Justification: In light of the current needs of the Moldova’s development and implementation of the country’s development agenda, first of all the EU-Moldova Association Agreement, the Government of Moldova (GoM), through its Bureau for Relations with Diaspora (BRD), requires consistent support in systematic engagement of Diaspora in activities benefiting the national and local development of the Republic of Moldova and creation of necessary prerequisites for Diaspora to generate and implement its own initiatives in the area. A significant drawback for an efficient Diaspora engagement is the lack of knowledge and skills among the Diaspora leaders in the project development and management area. This implies lack of sufficient networking and communication skills along with the skills for identifying priorities for project intervention in the relevant areas, developing projects, subsequent promotion of and fundraising for the developed projects and evaluating of the project results, according to the project objectives, related development policies of the country as well as specific donors’ strategies and requirements. This kind of deficiencies is largely linked to insufficient institution building among and cooperation between the Moldovan Diaspora associations.\(^1\) This project component is engineered to contribute to gradual elimination of these shortcomings.

This support should envisage inter alia consolidation of the Diaspora association capacity building at different levels in accordance to the existing EU standards and best practice. In line with this, the current activity will support the enhancement of the Diaspora representatives’ specific knowledge and skills on defining priorities of the associations, project development and fundraising, including enhancing of

\(^1\) The lack of such capacities was mentioned in the IOM studies on Diaspora mapping as well as claimed by the representatives of the Moldovan Diaspora during their interventions at different fora organized in the country.
networking skills and the capacity to interact effectively with relevant authorities and potential donors in Moldova and destination countries. An additional outcome of the activity will be the elaboration of the Training Guide (TG) for the continuous training on the subjects to improve the relevance, feasibility and sustainability of the respective intervention. The latter will be a task assigned to the BRD, which will involve in the process relevant members of Diaspora in the target countries in trainings on the subjects organized in ToT format.

The Expert: The IOM, in cooperation with BRD, will commission (based on a standard IOM contract) a national Training Consultant on Project Development and Implementation, who under the overall guidance of the IOM project team and BRD administration will make in the first place a pre-assessment of the BRD capacities and institutional training facilities and instruments available for training of Diaspora associations. Following this pre-assessment, the training Consultant will develop the mentioned Training Guide (TG) to be integrated into the BRD continuous training scheme. The TG will be based on the most advanced international standards and best practices while taking into account the BRD needs of enhancing links with the Moldovan Diaspora and contributing to institution building of the Diaspora associations. It will be also based on the most advanced project development techniques based on evaluation and assessment of specific priorities, indicators, statistics, state strategies and policies; development and use of the Logical Framework for project development, implementation and evaluation etc. The TG shall contain relevant aspects of priority identification, as well as specific tools for increasing organization building and development, networking and communication with own members, similar Moldova Diaspora associations from other countries, relevant authorities in Moldova and the country destination as well as with potential donors for the purpose of project promotion and fundraising. It shall also contain relevant aspects of media handling and provision of information to the public and partners; creating and using information materials; developing a culture of openness as well as cooperative working practices and sharing of data, information and other materials. The TG will be subject of IOM project team and BRD consideration.

In line with the developed TG, the Consultant will conduct 1(one) training of 2.5 days for Moldovan Diaspora associations in one of the major destination countries in a TOT format for up to 15 selected Diaspora representatives. The training will be scheduled within the period of the Consultant’s assignment, based on a mutual agreement between IOM, BRD and the Consultant.

Among other relevant aspects the training, according to the core provisions of the TG, will include exercises aimed at improving the capacity of the trainees to develop projects and conducting fundraising campaigns for the Diaspora associations’ institution building and development as well as for the specific development projects to be implemented in Moldova. Prior to the respective training the Consultant will assess the specific preferences of the participant Diaspora representatives related to the training topics for a better adjustment of the training to their needs.

Upon completion of the TOTs the beneficiary Diaspora representatives will understand entirely the training topics and will have raised their cognitive and competence level and acquired necessary skills for contributing to Diaspora associations’ institution building in identifying priorities of project intervention in the migration and development domain, developing relevant projects for supporting the identified priorities, subsequent promotion (PR activities) of and fundraising for the developed projects and evaluation of the project results. All this should create important conditions for a better efficiency of the training exercise and self-sustainability of the respective training intervention for the Moldova Diaspora in the destination countries and overall.

Expected Deliverables:
1. A comprehensive proposal for a consistent institution building, PR, project development and fundraising TG for Moldovan Diaspora associations to be integrated into the BRD training scheme is developed and presented to the IOM and BRD.
2. 1 training of 2.5 days, for Moldovan Diaspora associations in a major destination country, identified by BRD and IOM. The training will be conducted in TOT format, according to the present ToR and the developed TG, for up to 15 selected Diaspora representatives.

Working method and Partners: The Consultant will carry out the activity, based on consultations with and in collaboration with IOM and the BRD.
**Note:** In his activity, the Consultant will be guided by human rights and gender compliance principles and will support the coordination efforts undertaken by various stakeholders, including IOM, the Government, local authorities, non-governmental and international organizations and donors to ensure human rights, gender compliance and anti-corruption focus of the state agencies’ activity.

**Inputs:** While executing the tasks, the Consultant will work in close cooperation and coordination with the BRD staff and IOM project team. The IOM Moldova project team and relevant BRD staff assigned by will provide various logistical, operational and liaising supports to facilitate the effective implementation of the activity.

**Period of assignment and remuneration:** It is expected that the Training Consultant will spend up to 15 working days in total for the envisaged activity under this ToR, which consider 2.5 training days plus travel and the preparation time, including the TG development. The **tentative** period of assignment will be **07 November 2016 – 20 December 2016** (**the training is envisaged to be conducted as a preliminary during the first week of December**). Upon completion of the training, the Consultant shall submit to IOM, not later than 2 weeks after the completion of the training, a brief report on all the activities performed. IOM will pay the Consultant an all-inclusive fee for the actual number of working days. In addition to this IOM will cover the Consultant’s travel costs for the visit to the training destination and will pay the Consultant a DSA for the visit according to IOM rates established for the respective month.²

**Desired qualifications and competences:**
- University degree in law, international relations, public or business administration and management, public relations and communication or an equivalent combination of relevant training and experience.
- At least three years of progressively responsible work in the institution building, including PR and communication, project development and implementation domains.
- Proven in-depth knowledge of the Diaspora, Migration and Development topic.
- Experience in working with governmental institutions and non-governmental organizations.
- Ability to multi-task and work efficiently under minimal supervision with high level of resilience;
- Strong inter-personal skills demonstrated by the ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Advanced PC knowledge.
- Good communication, interpersonal and organizational skills, integrity.
- Proven high level of discretion and flexibility.

**Languages:** Good knowledge of Romanian and Russian languages (speaking and writing).

Knowledge of English language will be considered an advantage.

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² The IOM and BRD are envisaging assigning the same Consultant for conducting of other 2 similar trainings in 2 different destination countries during the first semester of 2017. However, such assignment will be granted subject to possible adjustments to the project schedule, based on the Consultants’ performance and consent.