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TERMS OF REFERENCE

SHORT-TERM PLACEMENT PROGRAM FOR ETHIOPA DIASPORA EXPERTS IN ICT RELATED FIELD

Position:	ICT/digital skills expert (which may include software development, digital marketing, IT management, database administration and network security) with digital learning systems experience.
Position type	Diaspora Expert having yellow card or Ethiopian passport approved by the mission
Date of issue	24 October 2023
Beneficiary institution	G/ Wingate poly technic college;
Duty Station	Addis Ababa, Ethiopia
Duration of Assignment	3 months (January 2024- March 2024)
Hosting Ministry	Ministry of Labour and Skills
Deadline for Applications	15ᵗʰ November 2023
Number of positions	1 position

A. BACKGROUND AND JUSTIFICATION

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 governments and migrants.

The IOM "Short-Term Placement for Qualified Diaspora Experts" is a programme that seeks to create a structured platform that encourages members of the diaspora to temporarily return and engage in short-term placements within Technical and Vocational Education & Training (TVET) institutions, health and education thereby fostering knowledge transfer, capacity building, and fostering connections between the diaspora and local communities. The Ethiopian Diaspora Service (EDS) also recognizes the value of diaspora as an important resource and seeks to create a framework for their temporary return to the country to share their knowledge and expertise for mutual benefit.

Therefore, IOM's Better Regional Migration Management (BRMM), funded by the Foreign, Commonwealth and Development Office (FCDO) and Ethiopian Diaspora Service (EDS) in coordination with the Ministry of Labor and Skills organized a short-term placement program for Ethiopian diaspora with expertise in ICT and Digital skills to get an opportunity to apply their skills and expertise into TVET institutions and fill in the shortage of well-qualified instructors with the expertise needed to teach modern ICT and digital skills. The TVETs hosting the diaspora experts selected based on their capacity to accommodate the experts and their commitment to ensure the qualified national will be able to conduct work smoothly. As such, IOM will provide financial & technical support the Temporary Return of Qualified Nationals (RQN) aimed at leveraging the skills and expertise of Ethiopian diaspora members to contribute to the development of Ethiopia.

This is a valuable opportunity to harness the skills and knowledge of Ethiopian professionals living abroad.

Ethiopia's TVET sector is growing rapidly, and expertise from the Ethiopian Diaspora can make a significant impact on its development.

Are you an Ethiopian ICT expert living abroad and are you eager to contribute your skills and knowledge to your home

county's TVET sector? We therefore invite you to be part of a transformative journey through our Short-Term Placement Program.

B. OBJECTIVES

Under the overall supervision and guidance of the IOM Ethiopia, EDS and TVET hosting institution, you will be responsible :

1. Conduct a rapid baseline needs assessment related to the knowledge and skills gap related to ICT.
2. Organize capacity building sessions - through formal classroom, mentoring, practical session and other methods - to address the identified gaps.
3. Develop training technical manuals
4. Develop or review current organizational ICT policy and provide concrete recommendations for better success
5. Help articulate the role of ICT in the aim of TVET digitalization
6. Conduct a training of trainers on software development, database administration and network security.
7. Promote collaboration and knowledge exchange between diaspora Ethiopian ICT experts abroad and TVET institutions in Ethiopia.
8. Advice and mentoring on development of digital system.
9. Conduct post training evaluation.

C. TANGIBLE AND MEASURABLE OUTPUT

Transfer of skills: The main responsibility of the qualified Ethiopian Diaspora expert which he/she will be measured against will be to ensure continuous and systematic transfer of knowledge and skills as related to the assignment.

Work plan: A work plan must be developed **with the TVET supervisor during the first week** of the assignment to provide clear and time-bound activities to successfully implement the outputs of the assignment. This work plan will be shared with the supervisor of the hosting intuition, IOM program coordinator and IOM BRMM M&E officer. **This work plan can be revised during the assignment to reflect new developments or changes.**

Monthly Reports: Monthly progress reports will be submitted by the Ethiopian Diaspora expert to the TVET host institution supervisor, IOM Ethiopia project coordinator and IOM BRMM M&E officer

Exit interview: An exit interview will be conducted to gather experiences and recommendations for future assignments by other experts

D. QUALIFICATION AND COMPETENCIES REQUIRED

i) **Education, Skills, and experience**

1. A minimum of bachelor degree in computer science, information technology, Computer Engineering, Software Engineering, data base administration , network security, or a related field, is required or preferred.
2. Expertise and experience in ICT and digital skills, which may include software development, data base administration, cyber security, digital marketing, IT management, and related fields.

3. A minimum of 3 years of professional experience in the above respective fields in abroad authenticated and live experience.
4. Ethiopian citizen or person of Ethiopian origin who is currently living and working abroad in the field of ICT and digital skills.
5. Proficiency in English is required, as it is a commonly used language in the TVET institutions. Proficiency in Ethiopian local languages is an advantage.
6. An understanding and respect for Ethiopian culture and society as participants will be working in a different cultural context than they may be accustomed to.

Technical/Functional Skills:
1. Demonstrated knowledge in evaluation and writing comprehensive reports.
2. Technical competencies in facilitation and training in ICT and digital skills, which may include software development, data base administration, cyber security, digital marketing, IT management, and related fields.
3. Time management skills
4. Cross-cultural awareness and sensitivity
5. Proven communication skills.

Additionally, the Ethiopian Diaspora expert must have the ability to:
1. Produce high quality outputs in a timely manner, while understanding and anticipating the evolving needs on the ground.
2. Assess situations or circumstances, and to draw sound conclusions.
3. Think strategically, manage competing priorities and be highly organized.
4. Work independently and produce high quality outputs.
5. Display sensitivity towards culture, gender, religion, race and nationality.
6. Strong communication and presentation skills and attention to detail.
7. Advanced knowledge in the usage of computers and office software packages.

ii)	Competencies

Values
- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintains 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.

Core Competencies – behavioral 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 action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

E. LANGUAGE

Fluent in spoken and written English, required

Proficiency in Amharic or other Ethiopian local languages, an advantage

F.STIPEND

A monthly stipend amounting to approximately USD 2000 will be paid to the selected candidates

G: SECURITY AND INSURANCE MODALITIES

Health insurance including evacuation due to a medical emergency will be provided by the project. However, **experts will be requested to provide a recent medical certificate stating that they are physically fit.**

Please note that IOM, according to the contract, will not be responsible for the security of qualified Ethiopian Diaspora expert during the short-term placement program. **The host beneficiary institution will be responsible for the security of the individual.** Before leaving the country of residence or upon arrival in Ethiopia, the qualified Ethiopian Diaspora expert will receive a pre-service briefing **including security advice and cultural background.**

H: HOW TO APPLY

To apply for this Short-Term placement opportunity, interested and eligible applicants can send copies of the following documents to the International Organization for Migration (IOM) at ehoarorqn_eth@iom.int.

To be considered, applicants must provide motivation letter, CV, and the contact information (email and phone number) of two professional references by the closing date of this vacancy. Only shortlisted candidates will be contacted. The closing date of this application is 15 November 2023 at 12.00 PM

TERMS OF REFERENCE

SHORT-TERM PLACEMENT PROGRAM FOR ETHIOPA DIASPORA EXPERTS IN MECHANICAL ENGEENERING WITH COMPUTER NUMERICAL CONTROL (CNC) EXPERIANCE

Position:	Mechanical Engineering with Computer Numerical Control (CNC) equipment and software(CIN,CAD and solid work)experience
Position type	Diaspora Expert having yellow card or Ethiopian passport approved by the mission
Date of issue	23 October 2023
Beneficiary institution	Hawasa poly technic college
Duty Station	Hawasa, Sidama, Ethiopia
Duration of Assignment	3 months (January 2024- March 2024)
Hosting Ministry	Ministry of Labour and Skills
Deadline for Applications	15th November 2023
Number of positions	1 position

A. BACKGROUND AND JUSTIFICATION

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 governments and migrants.

The IOM "Short-Term Placement for Qualified Diaspora Experts" is a programme that seeks to create a structured platform that encourages members of the diaspora to temporarily return and engage in short-term placements within Technical and Vocational Education & Training (TVET), poly technic colleges, health and other education sector thereby fostering knowledge transfer, capacity building, and fostering connections between the diaspora and local communities. The Ethiopian Diaspora Service (EDS) also recognizes the value of diaspora as an important resource and seeks to create a framework for their temporary return to the country to share their knowledge and expertise for mutual benefit.

Hence, IOM's Better Regional Migration Management (BRMM) program, funded by the Foreign, Commonwealth and Development Office (FCDO) in partnership with the Ethiopian Diaspora Service (EDS), and Ministry of Labor and Skills, has launched a short-term placement initiative targeting Ethiopian diaspora experts with specialized knowledge in Mechanical Engineering, particularly in Computer Numerical Control (CNC) equipment and software (CIN, CAD and solid work). These experts will be assigned to Hawasa Polytechnic College, where they will play a crucial role in addressing the scarcity of highly qualified instructors with the necessary expertise for effective teaching.

Hawasa Polytechnic College was chosen as the host institution for the Return of Qualified Nationals (RQN) program based on its demonstrated capacity to effectively integrate the expertise of the RQNs and their steadfast commitment to ensuring that qualified nationals can carry out their work seamlessly over the course of three months. In line with this, IOM is dedicated to furnishing both financial and technical support for the Temporary Return of Qualified Nationals (RQN) program.

This initiative is designed to harness the valuable skills and expertise of Ethiopian diaspora members, fostering their contributions to the overall development of Ethiopia. Ethiopia's TVET sector is growing rapidly, and expertise from the

Ethiopian Diaspora can make a significant impact on its development.

Are you an Ethiopian MECHANICAL ENGEENERING expert living abroad and are you eager to contribute your skills and knowledge to your home county's TVET sector? We therefore invite you to be part of a transformative journey through our Short-Term Placement Program.

B. OBJECTIVES

Under the overall supervision and guidance of the IOM Ethiopia, EDS and Hawasa poly technic college, you will be responsible :

1. Conduct a rapid baseline needs assessment related to the knowledge and skills gap related to computer numerical controlled (CNC) equipment and software(CIN,CAD and solid work)
2. Organize capacity building sessions - through formal classroom, mentoring, other methods - to address the identified gaps
3. Develop user friendly training manuals for advanced machineries including changing worn-out parts and maintenance and conduct training of Trainers on the designed manuals
4. Providing technical support to the Master Technician in CNC programming and pre-machining activities
5. Design and conduct training on innovative, modern and cost effective teaching techniques to the polytechnic Master Technicians/ teachers/experts.
6. Conduct post training evaluation.

C. TANGIBLE AND MEASURABLE OUTPUT

Transfer of skills: The main responsibility of the qualified Ethiopian Diaspora expert which he/she will be measured against will be to ensure continuous and systematic transfer of knowledge and skills as related to the assignment listed above.

Work plan: A work plan must be developed with the polytechnic supervisor during the first week of the assignment to provide clear and time-bound activities to successfully implement the outputs of the assignment. This work plan will be shared with the supervisor of the hosting intuition, IOM program coordinator and IOM BRMM M&E officer. This work plan can be revised during the assignment to reflect new developments or changes.

Monthly Reports: Monthly progress reports will be submitted by the Ethiopian Diaspora expert to the TVET host institution supervisor, IOM Ethiopia project coordinator and IOM BRMM M&E officer

Exit interview: An exit interview will be conducted to gather experiences and recommendations for future assignments by other experts

D. QUALIFICATION AND COMPETENCIES REQUIRED

i) Education, Skills, and experience

1. A minimum of bachelor science in Mechanical Engineering with Computer Numerical Control (CNC) equipment and software(CIN, CAD and solid work) experience
2. A minimum 3 year in abroad authenticated and live experience in setting up and operating CNC

machinery **and c**onducting regular maintenance and troubleshooting on CNC machines, ensuring they operate smoothly and efficiently

3. Ethiopian citizen who is currently living and working abroad in the field of Mechanical Engineering
4. Proficiency in English and local language is required, as it is a commonly used language in the TVET institutions.
5. An understanding and respect for Ethiopian culture and society as participants will be working in a different cultural context than they may be accustomed to.

Technical/Functional Skills:

1. Demonstrated knowledge in evaluation and writing comprehensive reports.
2. Technical competencies in facilitation and training in Computer Numerical Control (CNC) equipment and software(CIN,CAD and solid work)
3. Adhered to safety protocols and procedures to ensure a safe working environment
4. Time management skills
5. Cross-cultural awareness and sensitivity
6. Proven communication skills.

Additionally, the Ethiopian Diaspora expert must have the ability to:

1. Produce high quality outputs in a timely manner, while understanding and anticipating the evolving needs on the ground.
2. Assess situations or circumstances, and to draw sound conclusions.
3. Think strategically, manage competing priorities and be highly organized.
4. Work independently and produce high quality outputs.
5. Display sensitivity towards culture, gender, religion, race and nationality.
6. Strong communication and presentation skills and attention to detail.
7. Advanced knowledge in the usage of computers and office software packages.

ii)	Competencies

Values

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintains 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.

Core Competencies – behavioral 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 action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

E. LANGUAGE
Fluent in spoken and written English and Amharic

F.STIPEND
A monthly stipend amounting to approximately USD 2000 will be paid to the selected candidates

G: SECURITY AND INSURANCE MODALITIES
Health insurance including evacuation due to a medical emergency will be provided by the project. However, experts will be requested to provide a recent medical certificate stating that they are physically fit.

Please note that IOM, according to the contract, will not be responsible for the security of qualified Ethiopian Diaspora expert during the short-term placement program. The host beneficiary institution will be responsible for the security of the individual. Before leaving the country of residence or upon arrival in Ethiopia, the qualified Ethiopian Diaspora expert will receive a pre-service briefing including security advice and cultural background.

H: HOW TO APPLY
To apply for this Short-Term placement opportunity, interested and eligible applicants can send copies of the following documents to the International Organization for Migration (IOM) at ehoarorqn_eth@iom.int.

To be considered, applicants must provide motivation letter, CV, and the contact information (email and phone number) of two professional references by the closing date of this vacancy. Only shortlisted candidates will be contacted. The closing date of this application is 15 November 2023 at 12.00 PM

TERMS OF REFERENCE

SHORT-TERM PLACEMENT PROGRAM FOR ETHIOPA DIASPORA EXPERTS IN ICT RELATED FIELD

Position:	ICT/digital skills expert (which may include software development, digital marketing, IT management, database administration and network security) with digital learning systems experience.
Position type	Diaspora Expert having yellow card or Ethiopian passport approved by the mission
Date of issue	23 October 2023
Beneficiary institution	Dire Dawa Polytechnic College
Duty Station	Dire Dawa, Ethiopia
Duration of Assignment	3 months (January 2024- March 2024)
Hosting Ministry	Ministry of Labour and Skills
Deadline for Applications	10th November 2023
Number of positions	1 position

A. BACKGROUND AND JUSTIFICATION

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Therefore, IOM's Better Regional Migration Management (BRMM), funded by the Foreign, Commonwealth and Development Office (FCDO) and Ethiopian Diaspora Service (EDS) in coordination with the Ministry of Labor and Skills organized a short-term placement program for Ethiopian diaspora with expertise in ICT and Digital skills to get an opportunity to apply their skills and expertise into TVET institutions and fill in the shortage of well-qualified instructors with the expertise needed to teach modern ICT and digital skills. The TVETs hosting the diaspora experts selected based on their capacity to accommodate the experts and their commitment to ensure the qualified national will be able to conduct work smoothly. As such, IOM will provide financial & technical support the Temporary Return of Qualified Nationals (RQN) aimed at leveraging the skills and expertise of Ethiopian diaspora members to contribute to the development of Ethiopia.

This is a valuable opportunity to harness the skills and knowledge of Ethiopian professionals living abroad.
Ethiopia's TVET sector is growing rapidly, and expertise from the Ethiopian Diaspora can make a significant impact on its development.

Are you an Ethiopian ICT expert living abroad and are you eager to contribute your skills and knowledge to your home

county's TVET sector? We therefore invite you to be part of a transformative journey through our Short-Term Placement Program.

B. OBJECTIVES

Under the overall supervision and guidance of the IOM Ethiopia, EDS and TVET hosting institution, you will be responsible :

1. Conduct a rapid baseline needs assessment related to the knowledge and skills gap related to ICT.
2. Organize capacity building sessions - through formal classroom, mentoring, practical session and other methods - to address the identified gaps.
3. Develop training technical manuals
4. Develop or review current organizational ICT policy and provide concrete recommendations for better success
5. Help articulate the role of ICT in the aim of TVET digitalization
6. Conduct a training of trainers on software development, database administration and network security.
7. Promote collaboration and knowledge exchange between diaspora Ethiopian ICT experts abroad and TVET institutions in Ethiopia.
8. Advice and mentoring on development of digital system.
9. Conduct post training evaluation.

C. TANGIBLE AND MEASURABLE OUTPUT

Transfer of skills: The main responsibility of the qualified Ethiopian Diaspora expert which he/she will be measured against will be to ensure continuous and systematic transfer of knowledge and skills as related to the assignment.

Work plan: A work plan must be developed **with the TVET supervisor during the first week** of the assignment to provide clear and time-bound activities to successfully implement the outputs of the assignment. This work plan will be shared with the supervisor of the hosting intuition, IOM program coordinator and IOM BRMM M&E officer. **This work plan can be revised during the assignment to reflect new developments or changes.**

Monthly Reports: Monthly progress reports will be submitted by the Ethiopian Diaspora expert to the TVET host institution supervisor, IOM Ethiopia project coordinator and IOM BRMM M&E officer

Exit interview: An exit interview will be conducted to gather experiences and recommendations for future assignments by other experts

D. QUALIFICATION AND COMPETENCIES REQUIRED

i)   **Education, Skills, and experience**

1. A minimum of bachelor degree in computer science, information technology, Computer Engineering, Software Engineering, data base administration , network security, or a related field, is required or preferred.
2. Expertise and experience in ICT and digital skills, which may include software development, data base administration, cyber security, digital marketing, management, and related fields.

3. A minimum of 3 years of professional experience in the above respective fields in abroad authenticated and live experience.
4. Ethiopian citizen or person of Ethiopian origin who is currently living and working abroad in the field of ICT and digital skills.
5. Proficiency in English is required, as it is a commonly used language in the TVET institutions. Proficiency in Ethiopian local languages is an advantage.
6. An understanding and respect for Ethiopian culture and society as participants will be working in a different cultural context than they may be accustomed to.

Technical/Functional Skills:
1. Demonstrated knowledge in evaluation and writing comprehensive reports.
2. Technical competencies in facilitation and training in ICT and digital skills, which may include software development, data base administration, cyber security, digital marketing, IT management, and related fields.
3. Time management skills
4. Cross-cultural awareness and sensitivity
5. Proven communication skills.

Additionally, the Ethiopian Diaspora expert must have the ability to:
1. Produce high quality outputs in a timely manner, while understanding and anticipating the evolving needs on the ground.
2. Assess situations or circumstances, and to draw sound conclusions.
3. Think strategically, manage competing priorities and be highly organized.
4. Work independently and produce high quality outputs.
5. Display sensitivity towards culture, gender, religion, race and nationality.
6. Strong communication and presentation skills and attention to detail.
7. Advanced knowledge in the usage of computers and office software packages.

ii)	Competencies

Values
- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintains 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.

Core Competencies – behavioral 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 action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

E. LANGUAGE

Fluent in spoken and written English, required

Proficiency in Amharic or other Ethiopian local languages, an advantage

F.STIPEND

A monthly stipend amounting to approximately USD 2000 will be paid to the selected candidates

G: SECURITY AND INSURANCE MODALITIES

Health insurance including evacuation due to a medical emergency will be provided by the project. However, **experts will be requested to provide a recent medical certificate stating that they are physically fit.**

Please note that IOM, according to the contract, will not be responsible for the security of qualified Ethiopian Diaspora expert during the short-term placement program. **The host beneficiary institution will be responsible for the security of the individual.** Before leaving the country of residence or upon arrival in Ethiopia, the qualified Ethiopian Diaspora expert will receive a pre-service briefing **including security advice and cultural background.**

H: HOW TO APPLY

To apply for this Short-Term placement opportunity, interested and eligible applicants can send copies of the following documents to the International Organization for Migration (IOM) at ehoarorqn_eth@iom.int.

To be considered, applicants must provide motivation letter, CV, and the contact information (email and phone number) of two professional references by the closing date of this vacancy. Only shortlisted candidates will be contacted. The closing date of this application is 15 November 2023 at 12.00 PM

Nomination of panelist

As we have discussed in Adama's work shop I have tried to communicate those representatives who are volunteer to be panelist during the shortlisting process of diaspora experts from the selected technical and vocational training institutions and ministry of labor and skills as follows:

No	Full name	Organization	Phone number	e-mail address	Remark
1	Muhedien Abamoga	MOLS	0911897124	muhedinayman@gmail.com	
2	Abebe Alemayehu	MOLS	0913667419	abebelmh@gmail.com	
3	Mulu Kenenie	MOLS	0911035273	mulukeneni@gmail.com	
4	Befekadu Legesse	Hawassa P/technic college	0931351426	legesseb8@gmail.com	
5	Tewodros Asefaw	Dire dawa P/technic college	0920130068	teddyasfaw951@gmail.com	
6	Nigusu Daniel	G/Wingate P/technic college	0920717537	Nigus21Dan@gmail.com	