

Responsibilities

Tasks to be performed under this contract

Output 1: Conduct comprehensive review of migration governance in the city of Accra and profiling of migrants in the city

- Conduct a comprehensive desk review of relevant national and city-level migration policies, strategies, and administrative data.
- Develop an inception report outlining methodology, data sources, stakeholder engagement plan, and the comparative framework by 24 July 2026

Output 2: Updated data collection and validation

- Collect updated qualitative and quantitative data on migration in the city of Accra
- Conduct key informant interviews and consultations with AMA departments (including the Migration Desk), MDAs, CSOs, development partners, and migrant-serving institutions.
- Integrate gender analysis across all relevant dimensions by 24 August 2026

Output 3: Updated Accra Migration Profile

- Document institutional developments, coordination mechanisms, and service delivery improvements at the city level.
- Draft the updated Migration profile, clearly referencing the 2019 baseline by 30 August, 2026

Output 4: Participate in validation and finalization

- Facilitate a validation workshop with AMA, IOM, and key stakeholders.
- Incorporate feedback and finalize the updated Accra Local MGI Profile.
- Submit the finalized report by 03 September, 2026

Performance indicators for the evaluation of results

- Inception notes and workplan validated
- Stakeholder consultations completed in line with the approved methodology.
- Draft updated migration profile

Qualifications

Required Qualifications and Experience

Education

- Advanced university degree in Migration Studies, Public Policy, Development Studies, Social Sciences, Urban Studies, or a related field from an accredited institution.

Experience

- Minimum of 5 years of relevant professional experience in migration governance, policy analysis, or development research.
- Demonstrated experience conducting migration assessments, profiles, or governance diagnostics at national or local levels.
- Proven familiarity with the Migration Governance Indicators (MGI) framework or similar assessment tools.
- Strong knowledge of Ghana's migration governance architecture and decentralized local government systems.

Skills

- Experience integrating gender analysis into research and policy assessments.
- Excellent analytical writing and stakeholder engagement skills.

Languages

For this consultancy,

- Fluency in English is required.
- Knowledge of local languages spoken in Accra is an asset.

Proficiency of language(s) required will be specifically evaluated during the selection process, which may include written and/or oral assessments.

Required Competencies

IOM's competency framework can be found at this [link](#). Competencies will be assessed during the selection process.

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:** 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.
- **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.