

ICMPD Job Profile

MRC Counsellor- Islamabad

ORGANISATIONAL SETTING:

The International Centre for Migration Policy Development (ICMPD) is an international organisation tasked with promoting innovative, comprehensive and sustainable migration policies. With 19 Member States and over 60 projects active throughout Europe, Africa, Asia and Latin America, ICMPD is a growing and ever-more relevant presence in its field. The organisation's greatest assets are its 450+ staff members, who personify its values of commitment, integrity, partnership, respect, and innovation in actions and decisions.

Project Overview

ICMPD is inviting all interested female candidates to apply for the MRC Counsellor for the project 'Awareness raising and information campaigns on the risks of irregular migration in Pakistan' (PARIM). One component of this project aims to enhance the capacity of different groups of stakeholders in Pakistan (at provincial and district level among governmental, civil society, community leaders, diaspora and other relevant stakeholders) to raise awareness on the dangers and consequences of irregular. This position is at the Islamabad MRC.

Pakistan is among the top 10 emigration countries in the world. Notwithstanding the fact that migrant' remittances have been a major source of financial contribution to Pakistan's economy, the public is still missing general awareness on how migration works and the necessary information to be able to make informed decisions about their individual migration plans. However, it is of vital importance for Pakistan, due to the fact that the country's economy is still faced with the challenging task of creating 1.25 million jobs annually for its fast growing population and, implicitly, its labour force.

Supporting safe and legal labour migration as well as other forms of legal migration from Pakistan is a priority for the Government of Pakistan. The Government has developed an institutional framework aimed to encourage legal emigration and labour promotion, under the overall supervision of the Ministry of Overseas Pakistanis and Human Resource Development (MOPHRD).

Where the majority of the potential migrants from KPK and FATA are willing to go to the GCC countries, similarly, the majority of potential migrants from Punjab, especially Gujrat, Gujranwala, Mandi Bahauddin etc. are more interested in Europe as a destination. This is usually due to the already existing large pockets of Pakistani diaspora from these regions in countries. However, the decrease in demand for low-skilled labour in Europe has led thousands of Pakistanis to seek alternative ways of entering Europe.

Irregular channels of migration are increasingly being used more and more frequently in Pakistan. The number of underqualified potential migrants is very high in the country, with lack of information regarding the legal possibilities for going abroad. In addition to this, well organised smuggler networks provide false information to the vulnerable migrants in order to mislead them and gain more profit.

In response to these challenges, this project will focus on information dissemination and awareness raising among potential migrants in Pakistan; it will be mainly formed by a series of campaigns communicating balanced information about the dangers and consequences of irregular migration, options for legal migration, and the legal, social and economic realities of life in Europe. Embedding a behavioural approach, the

campaigns will employ different channels and trusted, credible messengers to target both prospective migrants and their key influencers. At the same time, the project will build sustainable networks and platforms among different groups of stakeholders and “allies” to enhance their respective capacity in raising awareness. Understanding that effective information and awareness campaigns are built on strong background research, the project will conduct an empirical study on potential (irregular) migrants’ information needs and gaps, their migration intentions, motivations and decision-making processes, their key influencers and channels likely to reach them.

Together with lessons learned from ICMPD’s existing practical experience in migration awareness campaigns in Pakistan through the “Migrant Resource Centre” (MRC) approach, the knowledge gained through the research will inform the campaign design and lead to campaign activities with pre-tested messages tailored to the local context. The campaigns are planned to focus on already known (irregular) migration-prone areas in Pakistan. The project aims at empowering the Pakistani people to take an informed decision on their migration trajectory. This will be done through a mix of methods, including community engagement that leads to a dialogue on migration and allows people to ask questions and raise concerns as well as multi-media communication activities to raise awareness to a larger audience. A robust evaluation of the campaign activities will allow to adapt within the action duration and identify lessons learned for future campaigns

In this regard, ICMPD is seeking applications from qualified and results oriented female Pakistani citizens for the position of the Counsellor, Migrant Resource Centre Islamabad. The position is based in Islamabad with travel within the Punjab and KPK.

TASKS AND RESPONSIBILITIES (per Job Component):

Under the supervision of the MRC Coordinator, the incumbent will be responsible to:

- Organising and proactively implement outreach activities with communities in Punjab and KP, at schools, universities, technical training centres, in cooperation with NGOs, (affiliated) government entities and other community outreach actors;
- Provide migration counselling to a variety of clients who visit and attend the MRC sessions, including initiating and following up on referrals, linking them with technical and vocational institutes;
- Provide pre-migration and pre-employment counselling to intending migrants and their families, arrange and deliver pre-departure orientation briefings to the outgoing migrants and facilitate emigrants and returnees with post – arrival assistance;
- Coordinate and organise regular migration outreach sessions at technical and vocational training institutes. Provide support in establishing close cooperation with the government and private TVET institutes in Punjab and KPK;
- Engage actively with overseas employment promoters and educational consultants to share MRC services and to build trust and cooperation for conducting joint migration awareness sessions and pre-departure briefings with the out-going migrants and students;
- Collect information from all concerned stakeholders working in the field of migration, establish close partnerships and support mechanism in order to complement each other activities and build synergies;
- Identify the need/areas for content development for web, print, audio and visual mediums. Develop new fliers, fact sheets, country specific migration profiles as per the need/ requirement. Ensure availability of updated migration related information on MRC website, Facebook page and print materials;
- Provide and ensure exceptional customer service provided to the MRC clients through MRC hotline, email, live chat and social media;
- Serve as a contact point for all communication and correspondence concerning the MRC and ensure active liaising with all government, national and international stakeholders
- Mapping of all relevant stakeholders and facilitate the engagements of stakeholders during planning and conducting meetings, workshops and seminars;

- Collaborate with government authorities at the federal, provincial and district level and with the respective communities for the implementation of MRC activities;
- Organise trainings targeting the representatives of the government, academia, parliamentarians, media and the civil society, develop content, provide logistical arrangements and coordination;
- Entering of data for each MRC client, outreach activities and coordination meetings on a regular basis through filling client forms, meeting minutes and session evaluations. Data protection is always ensured;
- Coordinate and work closely with consultants on tasks related to service delivery and implementation of activities;
- Identify pro-actively new cooperation opportunities and tools for the MRC to increase outreach and visibility on migration issues the MRC services
- Prepare weekly reports, concept notes, meeting minutes, work plans and budgets;
- Organise, prepare and participate in meetings, seminars, workshops and missions;
- Provide support to the research experts/ unit in identifying the needs and areas for research, linking up with relevant stakeholders, collection of data
- Ensuring the MRC waiting area and counselling space is appropriately stocked with materials for potential migrants and their family members and maintaining the library of resources;
- Perform other duties, as required.

KEY RESULTS (as per Job Component):

- Development of community outreach and awareness raising activities in Punjab and KP
- Development of key messages, visibility and outreach material
- Support the development of a results-based implementation work plan for the activities pertaining to the establishment and operationalisation of MRC in Islamabad
- Support, propose pathways to implement new initiatives with respect to outreach, awareness raising, visibility, networking and trust building;
- Support the effective delivery of MRC outputs in a timely and qualitative manner
- Contribute to the MRC achievements assessment and lessons learned generated

INCUMBENT PROFILE:

Education:

- University degree (Bachelor's degree or higher) in international relations, law, development studies, economics, social or political science, migration studies or related field.

Experience:

- Minimum of three (3) years of related professional experience in management of projects and programmes, conducting awareness raising campaigns in the field of migration and maintains good work relations governments counterparts;

CORPORATE QUALIFICATIONS:

Knowledge, skills, abilities:

- Fluency in English and Urdu (oral and written proficiency) is required. Punjabi and Pashto is an advantage;
- Former work experience and excellent understanding of the Pakistani administration, especially with regard to migration issues;
- Prior experience and comprehensive understanding of effective service delivery, community engagement, outreach, social work or counselling;
- Excellent background knowledge on recent economic, social and political developments in Pakistan;

- An attitude of openness and commitment to human rights and gender equality principles;
- Ability to plan, manage priorities to meet deadlines, and work under pressure on occasion in a highly stressful environment;
- Ability to establish good work-relations with the Government of Pakistan and a multinational, multi-disciplinary team
- Excellent inter-personal and communication skills.
- Previous experience of working with governmental and international organisations is an asset.