



TERMS OF REFERENCE
KENYA DIASPORA EXCHANGE PROGRAM FOCUSING ON INFORMATION COMMUNICATION
TECHNOLOGY AND DIGITAL EXPERTISE

Position:	ICT and digital skills, which may include software development, data science and IT management.
Position type	Qualified Diaspora
Date of issue	4 th June 2024
Beneficiary institution	TVET Institutions (Kabete National Polytechnic and Nairobi Technical Training Institute)
Duty Station	Kenya, Nairobi
Duration of Assignment	3 months; (From September 2024- November 2024)
Deadline for Applications	25 th July 2024
Number of positions	4 positions

A. BACKGROUND AND JUSTIFICATION

Under the Better Regional Migration Management Program, IOM is working with the State Department of Diaspora, the Ministry of Foreign Affairs to implement a Returned Qualified Nationals (RQN), Diaspora Engagement activity in Kenya. The activity seeks to enable the voluntary participation of the Kenyan Diaspora to strengthen institutions in key socio-economic sectors agreed with the governments, such as computer science, health, agriculture, engineering, and financial systems.

The program offers support for three-month assignments with TVET Institutions (Kabete National Polytechnic and Nairobi Technical Training Institute). These TVET Institutions are chosen as the host institution for the Return of Qualified Nationals (RQN) program based on their 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.

Kenya's TVET sector is growing rapidly, and expertise from the Kenya Diaspora can make a significant impact on its development. Are you a Kenyan with ICT, Digital, Data Science, Computer Science and Software Development skills living abroad and are you eager to contribute your skills and knowledge to your home country'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 Kenya and TVET hosting institution, you will be responsible :

- a) To facilitate the transfer of digital skills in: ICT knowledge, Software Development, Computer Science and Data Science from the Kenyan diaspora to TVET institutions in Kenya.
- b) To enhance the quality of ICT, Software Development, Computer Science, and Data Science education through offering training to TVET institutions.
- c) To promote collaboration and knowledge exchange between Kenya ICT, Computer Science, Software Development and Data Science experts abroad and TVET institutions in Kenya.

C. TANGIBLE AND MEASURABLE OUTPUT

Transfer of skills: The main responsibility of the qualified Kenya 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 institution, State Department for Diaspora Affairs and the IOM, Kenya. This work plan can be revised during the assignment to reflect new developments or changes.

Quarterly and Final Reports: Quarterly progress reports will be submitted by the Kenya Diaspora expert to the TVET host institution supervisor, IOM and the State Department for Diaspora Affairs. At the end of the assignment, the participant must also provide a final report covering the duration of his/her assignment.

Exit interview: An exit interview will be conducted by IOM to ensure that a proper exit plan has been put in place to sustain the achievements, upon completion of the assignment.

D. QUALIFICATION AND COMPETENCIES REQUIRED

i) Education, Skills, and experience

1. A degree or diploma in computer science, information technology, data science, software development, or other related fields in digital skills is required or preferred.
2. Expertise and experience in ICT, computer science, data science, digital skills, software development, and other related fields.
3. At least 5 years of professional experience in the above respective fields.
4. A Kenyan citizen who is currently living and working abroad with the above mentioned skills.
5. Proficiency in English and Swahili is required, as it is a commonly used language in the TVET institutions in Kenya.
6. An understanding and respect for Kenyan 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, Computer Science, Data Science software development programs and other related fields.
3. Time management skills
4. Cross-cultural awareness and sensitivity
5. Proven communication skills.

Additionally, the Kenya Diaspora must have the ability to:

6. Produce high quality outputs in a timely manner, while understanding and anticipating the evolving needs on the ground.



7. Assess situations or circumstances, and to draw sound conclusions.
8. Think strategically, manage competing priorities and be highly organized.
9. Work independently and produce high quality outputs.
10. Display sensitivity towards culture, gender, religion, race and nationality.
11. Strong communication and presentation skills and attention to detail.
12. Advanced knowledge in the usage of computers and office software packages.

E. LANGUAGE

Fluent in spoken and written English and Kiswahili.

F. What We Offer

- Local support during your assignment from our team of coordinators in the university
- Financial assistance towards expenses during the assignment
- Paid round-trip travel expenses
- A basic insurance package
- Local support during your assignment from our team of coordinators

G: SECURITY AND INSURANCE MODALITIES

Health insurance including evacuation due to a medical emergency will be provided by IOM. 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 Kenya 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 Kenya, the qualified Kenya 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 a motivation letter, CV and contact information (email and phone number) of two professional references to the International Organization for Migration (IOM) at ehoarorqn_ken@iom.int until 25th July 2024.

NO FEE:

The International Organization for Migration (IOM) does not charge a fee at any stage of the recruitment process (application, interview meeting, process or training). IOM does not concern itself with information on applicants' bank details.