



Terms of Reference

REF: IOM/DAR/029/2023

Assignment Title: Amharic- Interpreter

Nature of the consultancy: Category B

Duty Station: Dar es Salaam-Tanzania

Type of Appointment: Consultant Contract

Organizational Department / Unit: Programme Unit

Estimated Starting Date: November 2023.

We will have the AVR movement of 450 Ethiopian migrants in November/December. We need to conduct protection screening interviews with them prior to departure. For this purpose, we need an interpret from English to Amharic and Amharic back to English.

Tasks to be performed under this contract:

In coordination with the Programme Coordinator and the Programme Assistant, the Interpreter is expected to produce the following deliverables:

- 1) Assist with interpreting communications from English to Amharic and Amharic to English.

6. Performance indicators for the evaluation of results

Successful interpretation from English to Amharic and Amharic to English, enabling the communication between IOM Tanzania staff and the Ethiopian migrants.

7. Education, Experience and/or skills required

- 1) Bachelor's degree.
- 2) Demonstrated interest, and preferably experience, in issues relating to migration, forced displacement, international development.
- 3) Excellent communication skills in Amharic and English.

Experience:

- Experience working with specialized international agencies (UN Agencies, International organizations, and International NGOs) and in close consultation and coordination with local authorities is desirable.

For non-Tanzanians: the right to work in the United Republic of Tanzania is required.

Languages:

- Excellent working knowledge of Amharic and English.

8. Travel required: Performance indicators for the evaluation of results

- Successful interpretation from English to Amharic and Amharic to English, enabling the communication between IOM Tanzania staff and the Ethiopian migrants.

9. Education, Experience and/or skills required

- Bachelor's degree.
- Demonstrated interest, and preferably experience, in issues relating to migration, forced displacement, international development.
- Excellent communication skills in Amharic and English.

Experience:

- Experience working with specialized international agencies (UN Agencies, International organizations, and International NGOs) and in close consultation and coordination with local authorities is desirable.

For non-Tanzanians: the right to work in the United Republic of Tanzania is required.

Languages:

- Excellent working knowledge of Amharic and English.

10. Travel required: No

11. Competencies

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.

12. Competencies

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.

OTHER:

The UN system in Tanzania provides a work environment that reflects the values of gender equality, teamwork, diversity, integrity, a healthy balance of work and life and equal opportunities for all, including persons with disability.

Female candidates and qualified persons with disabilities are encouraged to apply for UN vacancies and are protected from discrimination during all stages of employment.

NO FEES:

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training, or other fee). IOM does not request any information related to bank accounts.

HOW TO APPLY:

Interested candidates should fill in the PH form, submit CV's and cover letter indicating Vacancy Number with 3 professional references and contacts to email address: tzvacancy@iom.int

The vacancy is open for both resident and non-resident candidates.

For further information, please refer to: <https://tanzania.iom.int/careers>

Posting period: From 08.11.2023 to 16.11.2023