



IOM International Organization for Migration
OIM Organisation Internationale pour les Migrations
OIM Organizația Internațională pentru Migrație

TERMS OF REFERENCE for INTERCULTURAL MEDIATOR POSITIONS within MIGRANET project

IOM Romania is seeking for a team of 10 cultural mediators in the framework of MIGRANET – Regional network for migrant integration

I. Description of the project

The project MigraNet – Regional network for migrant integration, funded by the Asylum, Migration and Integration Fund, will contribute to strengthening the two-way integration process of the beneficiaries of protection (BIP) and third country nationals (TCN) residing in 9 Counties of Romania through the development of a network of institutions and organizations with competences and responsibilities in the integration process.

1. Objectives

This initiative aims to address the following four main areas of action:

- Facilitating the social, economic and cultural integration of BIP and TCN through the provision of specific services (e.g. information and counseling, support in accessing the public services available in this Region).
- Building capacity of the institutions and organizations with responsibilities in the field of integration in geographical coverage.
- Facilitating and strengthening the inter-agency cooperation with responsibilities in the field of migrant integration.
- Strengthening the involvement of the migrants in the social, educational and cultural activities of the local communities.

2. Geographical Coverage

Romania – 9 (nine) counties: Maramures, Satu-Mare, Salaj, Cluj, Bistrita-Nasaud, Mures, Harghita, Sibiu, Alba (Region 4).

3. The project's target groups

a. The primary target group

- Beneficiaries of international protection in Romania
- Third country nationals legally residing in Romania.

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b. The secondary target group

- Local authorities and other public institutions (e.g. City Halls, Prefectures, County Employment Agencies, County School Inspectorates, County Health Insurance Houses, Territorial Labour Inspectorates, Universities etc.).
- Organizations/association (e.g. migrant associations, network of intercultural mediators, employers' associations, NGOs working with migrants).

4. Project Partners:

- Human Rights Defence League Cluj-Napoca (LADO Cluj-Napoca).
- Directorate for Social Assistance and Health Cluj-Napoca Municipality (DASM Cluj-Napoca).
- Non-Governmental Social Assistance Professional Association (ASSOC Baia-Mare).
- Pro Vita Association Sibiu.
- Solitudine Association Tg. Mures.

II. INTERCULTURAL MEDIATORS PROFILE

Active involvement of both representatives of Romanian society and migrants communities in different activities and events can lead to overcoming cultural, linguistic, etc. barriers, which will facilitate the integration of foreigners. Intercultural dialogue is essential to ensure successful integration.

Therefore, a team of intercultural mediators will be formed for MIGRANET project in order to assist with both foreign community members and representatives of the Romanian community and Romanian institutions. The intercultural mediator will act as liaison among these groups, promoting dialogue and cooperation.

The intercultural mediators should compromise for a commitment until May 2017.

The team of mediators will be composed of 10 participants from a wide age range and various areas of expertise and studies, coordinated by project team members.

III. SPECIFIC REQUESTS

- Willingness to work as part of a multidisciplinary team.
- Ability to work and problem-solve in high-stress situations.
- Good knowledge of the community he/she represents.
- Good understanding of the local and social context of the Romanian society and of Romanian language.
- The ability to share information and communicate with the community, LADO Cluj, project Partners and public authorities.

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- Must have a cooperative problem-solving approach, with the aim of finding the best way to enable people to access the services they need.
- Professional experience in the field of social services or in organizations (public or private) with activities in the migration field can be considered an advantage.

The intercultural mediators will be involved in:

- Supporting the migrants in integrating into the Romanian society considering the fact that they come from different social environment and have specific traditions and different religions.
- Promoting intercultural dialog by stimulating respect and reciprocal acknowledgement, cultural diversity and social inclusion.
- Activities of identification and referral of beneficiaries in need of support (beneficiaries of International protection and third country nationals) to one of the organizations involved in the implementation of the project.
- Supporting the members of foreign communities in dealing with local authorities. The mediators should have the ability to liaise with the public authorities, to negotiate and prevent and solve difficult situations that might occur.
- Organizing cultural accommodation sessions.
- Participate in socio-cultural events and recreational activities with the participation of migrant and local communities.
- Attend the quarterly meetings, regional conferences and report the sponsor with the development of the activities and if necessary, to contribute to the management of certain administrative or logistical aspects of the project.
- To participate in organizing other local and regional events and also sustain the integration of the migrants by teaching them Romanian language, at the request of the team members.

Important:

- The intercultural mediators will have a special training session which will be held in Cluj Napoca.
- The mediators will receive 3.500 lei/project and 30 lei/month for communication.

IV. HOW TO APPLY:

To apply for this opportunity please send us your CV and motivation letter setting out:

- The reasons why you are interested in undertaking a cultural mediator activity within the project.
- What you can bring to the MIGRANET team and what is expected from the experience.

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- Past cultural mediator experiences and other activities related to the migration field.
- Languages spoken and level of these.

In the motivation letter you can also include one example of how your contribution would look like.

The CV and the motivation letter should be sent by **email to: bucharestapplication@iom.int with the subject line “Call for cultural mediators – MIGRANET” no later than 25.07.2016.**

IOM Romania acknowledges with great pleasure your interest in joining MIGRANET team.

As a general rule, applicants will be subject to competitive selection.

The selection process begins with an initial evaluation of the CV and motivational letter, and the selected candidates will be invited for one or more interviews by the team members.

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