

Call for Experts

Short-Term Senior Expert in Labour Migration

Project Preventing Secondary Irregular Migration Movements to the EU (PSIMM)

Posting Date:	08/08/2025
Reference number:	CfE 0825/FundMPF/Labour Migration Expert
Deadline for Applications:	20/08/2025
Duty Station:	Home based
Contract Duration:	Maximum 65 working days, September 2025-March 2026

Organisational overview

The International Centre for Migration Policy Development (ICMPD) is an international organisation tasked with promoting innovative, comprehensive and sustainable migration policies. With 18 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 250+ staff members, who personify its values of commitment, integrity, partnership, respect, and innovation in actions and decisions.

Project background

The ICMPD is implementing the project "Preventing Secondary Irregular Migration Movements to the EU: Assessing the Situation and Developing a Roadmap for Improving the Screening of Foreign Workers in the Western Balkans."

In recent years, the Western Balkans (WB6) countries—Albania, Bosnia and Herzegovina, Kosovo*, Montenegro, North Macedonia, and Serbia—have experienced a significant increase in the issuance of work permits to third-country nationals, particularly from South Asia. Between 2022 and 2023, the number of work permits issued increased by 19%, reflecting efforts to address persistent labour shortages across various sectors, including hospitality, manufacturing, construction, transport, and trade.

However, the current state of labour migration management in the region remains inadequate. Weaknesses in the screening and verification of foreign workers have become increasingly apparent. Many workers enter the region with incomplete or fraudulent documentation, often facilitated by poor coordination with their countries of origin and limited oversight of recruitment processes. Consultations with national authorities in 2025 highlighted concerns that foreign workers were not taking up employment locally but instead irregularly moving onward to the EU, further undermining migration governance and contributing to secondary movements.

To address these issues, a more structured, transparent, and cooperative approach to foreign worker recruitment and management is needed. The proposed initiative's overall objective is to establish a

roadmap and common understanding of legal migration management, contributing to the improved matching of foreign workers with local job market needs in the WB 6 countries.

Objective

A Senior Expert will lead a team of national experts to conduct a dialogue with Western Balkan Partners and provide recommendations for the way forward. The objective is to assess the current situation in WB6 by identifying existing elements, assessing gaps, and determining needs. The outcome will be a set of recommendations outlining practical, coordinated steps for improving the screening of foreign workers and strengthening cooperation with countries of origin.

Tasks

The tasks to be completed by the Labour Migration Expert within this assignment are the following:

- A. Develop an assessment methodology jointly with ICMPD experts.
- B. Draft a comprehensive stakeholder-mapping and data-collection questionnaire to map relevant stakeholders among Western Balkan partners and assess their extensive competencies. The questionnaire should also collect detailed initial data on existing legal pathways, key countries of origin, priority sectors for foreign labour, and annual inflows of foreign workers. Guidance on data collection procedures, in accordance with research practice and aligned with the GDPR, is to be provided by ICMPD experts.
- C. Supervise and guide experts based in the WB region in the development of six individual country papers on screening and potential for secondary movements at the level of each Western Balkan partner.
- D. Lead the drafting of a comparative analysis report based on national assessments.
- E. Develop a Regional Roadmap with actionable recommendations for improved screening and coordination with Countries of Origin
- F. Participate in two regional events, facilitate consultations, workshops, and validation meetings with national authorities and stakeholders
- G. Ensure high-quality and timely delivery of outputs

Deliverables

The Labour Migration Expert is expected to provide the following deliverables:

- An assessment methodology
- A stakeholder-mapping and data collection questionnaire
- Six country-level analytical papers (with contributions from experts based in the WB region)
- Comparative analysis report
- Regional Roadmap for Enhanced Screening and Cooperation with Countries of Origin (with contributions from experts based in the WB region).

All reports in editable MS Word format, English, professionally edited.

The final deliverables must be submitted no later than **15 March 2026**.

Tentative work plan

Tasks	When
A: Develop an assessment methodology based on ICMPD guidelines	By 10 September, 2025
B: Draft a comprehensive stakeholder-mapping and data-collection questionnaire	By 15 September, 2025

C: Lead the development of six individual papers on screening and potential for secondary movements at the level of each Western Balkan partner	By 30 December, 2025
D: Produce a comparative analysis report synthesising findings from the six country papers	By 31 January, 2026
E: Develop a Regional Roadmap for Enhanced Screening and Cooperation with Countries of Origin	By 15 March, 2026

Maximum number of working days: 65

Reporting lines

The Expert will report to the PSIMM Project Manager in charge of the overall supervision, both in terms of administrative and content issues, and who will provide input and comments on deliverables as needed.

Qualifications and Experience

- Generic requirements
 - Advanced degree in social sciences, law, public administration, or another relevant field.
 - Additional training or certifications related to legal migration will be considered an asset.
 - Good organisational skills.
 - Proficiency in use of standard IT tools, including research analysis tools for qualitative/quantitative data analysis.
- Specific requirements
 - At least ten years of professional experience in the field of legal migration management.
 - Proven experience in conducting baseline assessments, gap analyses, and developing strategic recommendations in the context of legal migration.
 - Demonstrated experience in engaging with multiple stakeholders, including government bodies, international organizations, and civil society, particularly within the Western Balkans or EU contexts.
 - A strong record of producing high-quality reports and strategic documents, with a focus on system integration and operationalization.
- Language skills
 - Proficient English (verbal and written) is a requirement. Any other Western Balkan language is an asset.

Background information/documentation to be provided by ICMPD

- Project documents

Administrative Information

- Travel

The Expert shall receive from ICMPD a **travel itinerary** and be entitled to receive a **daily subsistence allowance** (DSA) for the foreseen activities abroad. Travel and mission related payments will be processed according to ICMPD Travel Rules applicable at the time when the travel takes place.

- Payment

Fees for the assignment are paid upon satisfactory delivery of services, in line with the payment schedule stated in the contract and upon submission of required documentation.

Application Process

Interested experts should send their CV with a reference to this announcement in the subject line of the email to verica.koracevic@icmpd.org, and address it to Ms. Koracevic.

ICMPD may check references for first time recruitments.

Due to the high volume of applications, only shortlisted candidates will be contacted. The applicants should be available for a face-to face meeting or an interview via videoconference.

The assignment is subject to project funds availability and/or final approval by the donor. The invitation to an interview does not establish any right to future employment.