**TERMS OF REFERENCE**

**LABOUR MARKET ANALYSIS**

# Background:

Humanity & Inclusion is an independent and impartial aid organization working in situations of poverty and exclusion, conflict and disaster. We work alongside people with disabilities and vulnerable populations, taking action and bearing witness in order to respond to their essential needs, improve their living conditions and promote respect for their dignity and fundamental rights.

Humanity and Inclusion (HI) has been operating in South Sudan since 2006, with a specific mandate to address the needs of persons with specific needs, heightened vulnerabilities and protection risks across the country. This is achieved through a comprehensive range of activities, including: functional rehabilitation, individualized and group-based Mental Health Psychosocial Service Support (MHPSS), comprehensive protection case management, with disability inclusion a core transversal component.

# Scope of work:

HIs global strategy, ROOTs, places significant emphasis on prioritizing decentralization and localization processes throughout the organization. To support this, the South Sudan country office is embarking on an in-depth review of operational modalities across all departments to identify entry-points for ROOTs transformation.

To support this process, HI South Sudan is seeking a qualified consultant to carry out a comprehensive Labour Market Analysis in South Sudan. The selected candidate(s) or organisation will be tasked with analysing:

1. The supply of specific skills & experience in the South Sudanese labor market including: occupations, qualification, skills, and competencies within the workforce, disaggregated by gender.
2. Gaps in the labor market for certain positions and recommendations for training and capacity development in reference to the above.
3. Salary expectations and comparative salary benchmarking for all positions at both expatriate and national scales.

**Positions for review**:

|  |  |
| --- | --- |
| S/N | **Title** |
| **Support departments:** | |
|  | Logistics Manager |
|  | Finance Manager |
|  | Monitoring, Evaluation & Learning Manager |
|  | Humanitarian Access & Security Manager |
| **Technical Program Departments:** | |
|  | Livelihoods & Economic Inclusion Specialist / Advisor |
|  | Disability Inclusion Specialist / Advisor |
|  | Mental Health & Psycho-social support Specialist |

*\*A full list of required skills, qualifications and experience will be provided to the selected candidate(s).*

**Deliverables**

* Labour market assessment report covering all above cited positions, including methodology for comparative analysis.
* Salary benchmark analysis & summary report for the above cited positions.

**Expected Profile:**

* Individual or consultancy firm with minimum 6-years’ experience in HR management & strategy advisory, comparative labour-market analysis, salary benchmarking and workforce analysis.
* Proven track record undertaking successful HR consultancy services for NGOs in South Sudan.

**Timeline**

It is expected the consultant(s) will complete the work within a period of 10-15 working days, with a maximum upper limit of 20 working days for budgeting purposes. Priority will be for individuals or consultancies with a proven track record of undertaking similar contracts.

**Application procédures**

Interested candidates should submit the following information via email to : [tender@southsudan.hi.org](mailto:tender@southsudan.hi.org) or via post Hai Amarat-Havana street, Juba, South Sudan no later than 23 March 2022.

* Maximum 3-page proposal detailing the methodology, timeline and management approach.
* Updated CVs of principal and supporting consultant (if required)
* Budget proposition for the works, in reference with the timeline provided.