

Migration Exchange

at  Global Dialogue

Consultancy Announcement Invitation for expressions of interest

Title: Leadership Development learning partner and knowledge exchange facilitator

Term: February – October 2022

Available budget: £20,000 inclusive of all VAT and expenses.

Deadline to submit expression of Interest: 10 January 2021

Background

Migration Exchange is an informal network of independent funders. We aim to improve the lives of people who migrate, and receiving communities in the UK, by informing public debate on migration and supporting welcoming communities. We do this through commissioning research to inform funders and key partners to act on shared concerns, supporting coordination and building capacity among those working on migration and protection issues, and aligning grants to enable activity to take place at scale or increase the potential for success.

In 2019, Migration Exchange initiated a leadership development programme for people in the UK refugee and migration sector. [Leading Beyond Borders](#) is jointly funded by 9 funders through Migration Exchange. It is delivered by Clore Social Leadership in partnership with the Centre for Knowledge Equity (CfKE) and the Lived Experience Leaders Movement (LEx Movement hosted by CfKE). The initiation of this programme was informed by scoping and consultation that MEX commissioned in 2018 to understand the leadership development need of people in the UK refugee and migration sector.

We are aware that there is a diverse range of other initiatives, programmes, and informal development opportunities in the UK migration sector working towards a similar goal: developing leaders. The purpose and methodology of each programme varies, and accordingly, the range of knowledge, skills and expertise invested in the design and delivery of these initiatives are diverse. This diverse existing infrastructure (even if not systemic and not joined up) is an exciting and dynamic field on which to build for learning, action and social change on migration and protection issues.

About this consultancy work

Migration Exchange is seeking a learning partner and facilitator to conduct the following:

- a) **Scoping:** Explore the provision of leadership development opportunities for people work in the immigration and refugee protection field in the UK
- b) **Knowledge exchange:** Design and facilitate a space for knowledge exchange between providers and practitioners of leadership support and development

Knowledge exchange could be co-designed with primary participants who engage in the scoping exercise.

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Migration Exchange is hosted by Global Dialogue, registered as a charity (1122052) and a limited company (05775827) in England and Wales

Key questions include:

- What is the shape of leadership development provision landscape in the UK migration and refugee sector? What are the different methodologies, approaches, purposes, providers, and audiences?
- What has been learned through these different approaches? (With a deep dive into Leading Beyond Borders as a detailed case study)
- How can those involved in development of leaders best share learning, resources and opportunities?
- How can leadership development be best sustained and resourced in the future?
- What can we learn about how leadership development needs have changed since the scoping exercise that MEX commissioned in Nov 2018 – in terms of the barriers and approaches?

Output and audience

We are keen to capture and share learning and reflections in a range of formats that are engaging and accessible. We are open to suggestions in terms of the format for these.

We aim to share the output of the scoping exercise with charities and social leaders, other leadership providers, and funders.

If there is appetite for this, we aim for the knowledge exchange to seed a network of those providing leadership development opportunities as part of their strategy that can sustain beyond the scope of this commission.

Key relationships

This assignment will be contracted and managed by Migration Exchange. We have formed a small steering group including leaders with lived experience in the refugee and migration sector to support MEX and the consultant with strategic direction and oversight throughout the delivery of the work.

Timescale

The space for knowledge exchange may be extended over a longer period of time, if there is demand from participants, and should be designed in a way that recognises and adapts to pressures on their time. Therefore, this timescale could be flexible.

- Commissioning
 - Deadline for receipt of expressions of interest – Monday 10 January 2022
 - Interview – Monday 17 January 2022
 - Contract awarded – by end January 2022
- Design - February 2022
- Delivery – February – September 2022
- Dissemination – October 2022

Specifications

The ideal candidate for this work will have:

- Excellent skills and ability to conduct participatory learning and evaluation work.
- Strong experience of working with people from a range of backgrounds.
- Strong facilitation skills and a passion for learning and development.
- Strong communication skills, including listening and questioning in a sensitive and confidential way, and the ability to communicate complex information to a non-technical audience.
- Demonstrable experience of preparing outputs that are accessible and engaging in a range of relevant formats.
- Strong skills in project and risk management.
- Creativity and flexibility to respond to issues quickly and adjust the approach to or style of delivery.
- An interest in the role and potential of leadership development in social change spaces.
- Good understanding of the UK charity sector, including organisations working on migration and refugee protection, the experiences of people within the UK immigration system, their needs and intersectional protected characteristics.
- Commitment to values of equality and human rights, and excellent understanding and experience of working in a values-based, power-aware and ethical way.

We welcome applications from those with lived experience of the immigration system.

Application instructions:

Please send expressions of interest to Migration Exchange at mex@global-dialogue.org. For an informal conversation about the work please get in touch using the same email address.

We are happy to receive EOIs from individuals, organisations and joint applications. Providers must be based in the UK.

Expressions of interest should include:

- One-page cover letter highlighting how you meet the above specification
- One-page proposal about how you would approach the delivery of this work, including a budget breakdown
- CV of each person on the team, including links to at least two examples of previous work

If shortlisted, we will require at least two examples of previous work.

We will agree GDPR and a safeguarding approach with the appointed consultant(s) and will require at least one recent reference.