



OFFICE OF THE PRESIDENT
MINISTRY OF INTERIOR AND NATIONAL ADMINISTRATION
STATE DEPARTMENT FOR IMMIGRATION AND CITIZEN SERVICES
DEPARTMENT OF REFUGEE SERVICES

ADVERTISEMENT OF VACANCY

Vacancy No. : DRS/12/2023
Title: Individual Consultant on the Kenya Marshal Plan
Number of posts: One (1)
Duty Station: Nairobi, Kenya (with - travels to Turkana, Garissa and other counties)
Type and Duration of Contract: Short-Term Consultant: 8 months (May– Dec 2023)
Deadline for submission of applications is 12th May, 2023.
Start date: 15th May, 2023

Terms of Reference

1. Context

Kenya has hosted refugees and asylum seekers for decades. The country remains the fifth largest refugee-hosting country in Africa and the thirteenth largest asylum country in the world, with 577,492 registered refugees and asylum-seekers as of 31 January 2023, along with more than 123,000 asylum-seekers in Dadaab who have been profiled pending formal registration by the Government. The vast majority reside in the camps, including 233,804 in Dadaab and 252,066 in Kakuma, with 91,598 residing in Nairobi and other urban areas. The unstable political and security situation in several countries across the region, together with the devastating drought affecting much of the Horn of Africa, has continued to bring significant displacement into Kenya, with more than 36,000 new arrivals registered in 2022 along with an estimated 67,600 individuals who were profiled pending registration.

Kenya enacted the Refugees Act, 2021, which came into force in February 2022. The Act provides new and additional opportunities, rights, protection, and solutions for refugees in Kenya, including by recognizing the contributions made by refugees to Kenya's development and providing refugees with access to documentation to facilitate employment and the establishment of small businesses. The Act demonstrates the continuing commitment of the Government towards ensuring the protection of refugees and asylum-seekers and to finding lasting solutions to their problems. Further, the Act is in line with Kenya's commitments under the CRRF and the Global Compact on Refugees (GCR). Development of Refugee Regulations to guide the implementation of the Act is at an advanced stage.

The Government of Kenya has stated its intention to transition from camps to integrated settlements under a Plan to be developed, which has been termed the “Marshal Plan”. A zero draft of the Marshal Plan was developed by the Government based on input from various line ministries, focusing on the key sectors outlined in the Support for Host Community and Refugee Empowerment (SHARE), Kenya’s Comprehensive Refugee Response Framework (CRRF). The five-year plan covers a wide range of sectors, including education, water, sanitation and hygiene, health and nutrition, livelihoods, self-reliance, social protection, environmental management and energy, agriculture, housing, land and property, and durable solutions. The Marshal Plan has the objective of ensuring that refugees and asylum-seekers in Kenya, along with the communities hosting them, are supported to transition from dependence on humanitarian aid to self-reliance; are empowered and are more resilient against recurring shocks affecting refugee-hosting areas. The Marshal Plan aims to lay out the process of transitioning to integrated settlements in which both refugees and members of host communities would benefit from inclusion in national services and from humanitarian programmes aimed at facilitating self-reliance, community-led economic development, and peaceful co-existence.

2. UNHCR’s support to the Government of Kenya on the Marshal Plan

UNHCR has been supporting the Government of Kenya to offer protection and services to refugees, asylum seekers and the communities hosting them. UNHCR has extensive experience in supporting comprehensive solutions to forced displacement crises and the operationalization of the Global Compact on Refugees (GCR) and its Comprehensive Refugee Response Framework (CRRF). Drawing from its extensive experience in comprehensive solutions and the operationalization of the GCR, UNHCR is supporting the Government of Kenya on the development and operationalization of the Marshal Plan.

UNHCR’s role is focused on supporting the Government with technical and financial support with the development of a comprehensive approach to the transformation of refugee camps into settlements as part of the Marshal Plan. It includes:

- (i) Supporting the Government with the development of an inclusive, effective, and efficient multi-stakeholder process to develop the Marshal Plan, by drawing from other countries’ experience and good practices.
- (ii) Supporting the Government with the revitalization of engagements with all the stakeholders on the Marshal Plan.
- (iii) Providing technical and financial support to the Government on the finalization of the draft Marshal Plan and its operationalization.
- (iv) Supporting the mobilization of technical and financial resources for the implementation of the Marshal Plan.
- (v) Supporting the development and operationalization of a government-led coordination mechanism to engage other UN agencies, donors, development partners and other stakeholders.

3. Proposed Elements of the Marshal Plan

The development of Marshal Plan is taking place in the context of years of collective effort to transform the refugee response model in Kenya and innovative approaches, for instance, the implementation of the Kalobeyei Integrated Socio-Economic Development Plan (KISEDIP which is now in phase II). It is, therefore, critical that the development of the Marshal Plan, not only recognizes the progress made so far, but also includes the articulation of a strategic approach to refugee camp transformation by reflecting the views of these stakeholders and

the lessons learned from the various interventions including alignment to the various existing legal and policy frameworks.

The Marshal Plan will have the following two parts:

- (i) Part I – Strategic Directions, this will reflect a broad-based consensus and shared approach on the transformation of camps into settlements. Drawing from lessons on the various comprehensive refugee response plans from Kenya and other countries, the first part of the Marshal Plan will focus on articulating a shared vision and strategic directions for the transformation of refugee camps into settlements. This will reflect the perspectives of key stakeholders and lessons from the various initiatives across the Humanitarian – Development and Peace (HDP) nexus in refugee-hosting areas in Garissa and Turkana counties. Also included in Part I is a clearly articulated financing strategy that outlines an approach to increase financial, technical and material support to the refugee response and to ensure the optimal and impactful use of financial and other resources.
- (ii) Part II – Implementation Plan with time-bound, costed, and concrete activities to operationalize the Marshal Plan.

4. The Position

The Consultant should be an individual experienced in refugee management matters and development programming to support the development and operationalization of the Marshal Plan through a multi-stakeholder consultation process by undertaking the following tasks:

- (i) **Engagement with various stakeholders:** Engage various stakeholders, including national and local government, and actors across the HDP nexus that include the refugees, host communities, private and development sector, civil society, and academia to better understand their:
 - a) role and contributions to the refugee response;
 - b) views on and inputs to the proposed Government plan of transforming refugee camps into settlements;
 - c) ongoing and planned support; and
 - d) Views on optimal financing and coordination arrangements for the operationalization of the Marshal Plan.
- (ii) **Work in close collaboration and consultation with the Marshal Plan Secretariat** co-led by the Commissioner of the Department of Refugee Services (DRS) and the UNHCR Kenya Representative. Ensure constant engagement with the Steering Committee which comprises of Principal Secretaries and two Governors
- (iii) **Work in close collaboration and consultation with the Steering Committee** led by the Principal Secretary, State Department for Immigration Citizens Services.
- (iv) **Develop (draft and compile) the Marshal Plan:** Based on the consultations with various stakeholders, develop the Marshal Plan. The Marshal Plan will include the following two parts:
 - a. Part I – Strategic Directions, including a financing strategy.
 - b. Part II – Operational Plan
- (v) Coordinate with the technical working groups in support of developing the Marshal Plan.
- (vi) Present the updated draft of the Marshal Plan to a multi-stakeholder forum for validation.
- (vii) Finalize the Marshal Plan based on the inputs of the various stakeholders.

- (viii) Support the launch and operationalization of the Marshal Plan.
- (ix) Carry out any other task that is assigned and related to the work elaborated above.

5. Essential Minimum Qualifications and Professional Experience Required

The ideal candidate will possess the following qualification and experiences listed below:

- (i) Advanced University Degree in Law/International Law, Political Science, Social Science, Development, Economics, International Relations or related field.
- (ii) Minimum 10 years of relevant professional experience, which includes designing, managing, researching, or evaluating development programs and initiatives.
- (iii) Experience with an international financial institution (IFI), development agency, or a donor government in Kenya or East Africa.
- (iv) Experience in developing strategies that involve multi-stakeholder consultation processes.
- (v) Previous work experience on forced displacement issues is a plus.
- (vi) Prior experience and knowledge of refugee programming.

Others:

- (i) Have excellent English Language proficiency.
- (ii) Have excellent writing and drafting skills.
- (iii) Have excellent communication skills.
- (iv) Excellent strategy, policy, and development programming skills.
- (v) Be a Kenyan national.

Related documents including the work plan developed jointly with the government will be shared during the recruitment process.

Deadline for submission of **applications is 12th of May 2023.**

Please send applications to the following email address: [refugeeaffairs@refugee.go.ke](mailto:refugeeaffairs@refugee.go.ke/info@refugee.go.ke)
[/info@refugee.go.ke](mailto:refugeeaffairs@refugee.go.ke/info@refugee.go.ke)

Hard copies can be dropped at: the Registry, Department of Refugee Services (DRS) Offices, Corporate Place, Kiambere Road, Upper Hill in Nairobi Kenya.