

CIM. WHO WE ARE, WHAT WE DO.  
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Centre for International  
Migration and Development  
a joint operation of GIZ and the  
German Federal Employment Agency

# ONE PERSON CAN MAKE A DIFFERENCE

CENTRE FOR INTERNATIONAL  
MIGRATION AND DEVELOPMENT (CIM)

CIM – placing experts for  
German Development Cooperation



## CIM. WHO WE ARE, WHAT WE DO.

CIM – the Centre for International Migration and Development – is the human resources recruitment and placement organisation for German Development Cooperation.

We place technical experts and managers in positions in Asia, Africa, Latin America and Eastern and South Eastern Europe. We support their work with a variety of services and by topping up their local salaries. Our partners are able employers in the civil service, private sector or civil society of our partner countries. On behalf of these employers, we recruit professionals from European Union countries on the German job market, and also experts from partner countries who have been educated in Germany and would like to return home again and contribute to their country's progress.

Our mission is to support our partners in their country's development

and in attaining the goals agreed jointly between the German Federal Ministry for Economic Cooperation and Development (BMZ) and partner countries. To this end, we supply partner country employers with the highly qualified professionals they need, but who are not available locally at the terms customary in their countries.

A local employment contract and commonly agreed goals ensure that the experts and managers we place are fully integrated into local structures. As part of networks and partnerships that span the world, these specialists pursue in their work the development policy goal of the Federal Republic of Germany: results-oriented, sustainable development through international cooperation.

CIM is a small and flexible organisation operating within the system of German Development Cooperation. Two strong partners, the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH and the German Federal Employment Agency (BA), jointly operate CIM as a supplement to their own range of services.

Technology and capital can achieve a lot, but development relies on human beings. CIM recruits and places experts around the world.

PEOPLE FOR DEVELOPMENT.  
COMMITTED AND NETWORKED.



## OUR PROGRAMMES.

### ONE PERSON CAN MAKE A DIFFERENCE.

#### INTEGRATED EXPERTS

This programme enables the transfer of know-how to developing, transition and threshold countries. Through CIM, employers in partner countries can draw upon highly qualified and experienced professionals from Germany and other EU countries who are available on the German job market – quickly and without unnecessary red tape. These experts take up key posts and are fully integrated into the structures of the partner country – hence their designation “integrated experts”. Responsibility and ownership remain in the hands of the partner country employer. The successes of the last 30 years show that a single person in the right place can achieve a great deal and trigger important processes of change.

In addition, we offer young professionals with less than three years of work experience the opportunity of a responsible post in a foreign country. The employers in our partner countries benefit from state-of-the-art know-how and the flexibility and commitment of these young professionals. They often work in tandem with an experienced senior expert.

#### RETURN AND REINTEGRATION

CIM also assists professionals from developing countries who are employed or are being trained or educated in Germany, but who would like to return to their home country to take up a position significant to their country’s development. This important approach helps to counter the exodus of highly qualified professionals from developing countries and to sustainably influence migration processes in line with employment and development-policy goals.

Highly qualified experts working under local conditions – CIM gives the employers in the partner countries access to the German job market.

THE EMPLOYERS.  
INDEPENDENT AND PROACTIVE.



## OUR PARTNERS.

### INDEPENDENT AND PROACTIVE.

State and parastatal institutions, non-governmental organisations, and private sector employers in partner countries can all turn to CIM to fill essential human resources needs when

- highly competent and internationally experienced professionals are not available locally
- the institution plays a significant role for the development of the country of assignment
- the goals of the employer harmonise with those of German Development Cooperation
- the employer is prepared to conclude a local employment contract with the integrated expert and to pay a customary local salary.

Are you interested? Do you have any questions? Then contact us!

## OUR EXPERTS.

### HIGHLY QUALIFIED AND INTEGRATED.

CIM places high demands on applicants in the Integrated Experts Programme. These include

- at least three years of professional experience after completing their training (with the exception of young professionals)
- in-depth professional expertise and a sound knowledge of the language spoken in the future country of assignment
- a high degree of sensitivity for the host culture and its ways of working, and a high level of intercultural competence
- German citizenship or that of another member state of the European Union.



CIM experts are not only specialists in their own field, they are also sensitive to other cultures and ways of working.

OUR EXPERTS.  
HIGHLY QUALIFIED AND INTEGRATED.

## OUR SERVICE PACKAGE. AVAILABLE ON REQUEST.

With CIM's help, employers in our partner countries can meet the need for highly qualified professionals and so achieve their goals more efficiently and economically. The initiative remains in the hands of the partner; CIM's response is driven by demand in the partner countries.

Professional human resources recruitment on the German job market, efficient handling of immigration formalities, attractive top-ups to the local salaries: these are all part of our service package.

Before they leave to take up their assignments, they undergo area orientation studies and training in intercultural communication and the relevant languages. In addition, their management and advisory skills are enhanced. Once on site, the experts have a growing network of contacts with GIZ, German embassies, other important institutions and worldwide partnerships that they can draw on for support.

The placement and advisory services provided by CIM are free of charge for both applicants and employers.



The partner countries define the overall conditions;  
the objectives are determined locally by the employers.

THE PARTNER COUNTRIES.  
REFORM-MINDED AND COMMITTED.

## CIM. FACTS AND FIGURES.

CIM was founded in 1980 as a joint operation of the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH and the International Placement Service of the German Federal Employment Agency. The bulk of CIM funding is provided by the German Federal Ministry for Economic Cooperation and Development (BMZ). However, other ministries, state and parastatal institutions, non-governmental organisations and private sector companies also contribute to financing CIM programmes.

At present about 700 CIM integrated experts are employed in more than 80 countries throughout the world. Major sectors in which CIM experts work include private sector promotion, vocational training, environment and conservation, health, and economic and social reform.

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Status: October 2011

With the financial support of



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Migration and Development  
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CIM solves human resources problems –  
fast and reliably.

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