



International Organization for Migration (IOM)

The UN Migration Agency

VACANCY ANNOUNCEMENT

Vacancy Notice No.: IOMTJK/2021/06C
Duty Station: Home based with filed visit to Dushanbe, Tajikistan
Position title: International Expert on Counter Trafficking in Persons
Classification: Consultant
Type of Appointment: Consultancy contract
Organizational Unit: Migrant Protection and Assistance

The International Organization for Migration (IOM), the UN Migration Agency is looking for a qualified candidate to fulfill the temporary position of the International Countering Trafficking in Persons Expert.

- 1. Nature of the consultancy:** To support the development of Training of Trainers (ToT) training course that address good practices in the area of Counter Trafficking in Persons. The International Counter Trafficking in Persons Expert will be responsible for providing expertise for the instructors of national training centers on understanding the crime of trafficking in persons (TiP), the needs of victims of trafficking in persons (VoTs), and skills in conducting the victim-centered investigation.

IOM project to which the consultancy is contributing to: “Tajikistan: Improved Prosecution of Trafficking in Persons and Victim Support”

2. Background Information:

IOM is implementing the “Tajikistan: Improved Prosecution of Trafficking in Persons and Victim Support” project since June 2021. The in-depth research on internal trafficking in persons in Tajikistan undertaken by IOM in 2017 revealed that internal trafficking in persons (TiP) occurs across the country with women being increasingly vulnerable to sexual exploitation while men are coerced into forced labor¹. The objective of this project is to contribute to an improved national response to trafficking in persons, including internal trafficking. The project is expected to contribute to the improvement of Government of Tajikistan (GoT) performance on prevention, protection, and prosecution of trafficking cases and to strengthen interagency coordination also, the project will emphasize, to the law enforcement practitioners and government officials, the importance of timely and properly reflecting Tajikistan’s efforts and achievement in countering trafficking in persons. The project will contribute to improving government agencies reporting skills, in line with the Tajik anti-trafficking in persons law and international standards. Internal trafficking – that is domestic trafficking, carried out within a country’s borders - has so far, not widely been focused on – with the exception of the prevention of child labor and forced labor of pupils and students, the only form of internal trafficking explicitly mentioned in the Tajik National Plan of Actions. Thus, there is still little official data in relation to internal trafficking and there has been no investigation or prosecution of internal cases of trafficking.

Building on gaps identified, the proposed project will 1) improve performance of the state institutions on the prosecution of internal/international TIP cases and advancement of the legal

¹ IOM (2017) Research on Internal Trafficking in Persons in Tajikistan. Retrieved from: <http://iom.tj/index.php/en/researches/90-research/285-research-on-internal-trafficking-in-persons-in-tajikistan>.

framework, strengthen the capacities of Tajik law enforcement agencies (LEAs) on TiP investigation and prosecution, through capacity building and training activities; 2) contribute to the application of victim-centered, trauma-informed and survivor informed approaches during TIP investigation and prosecution by Law Enforcement Agencies; 3) raise awareness to the general population on risks connected to trafficking and exploitation and means to avoid trafficking and exploitation risks.

To ensure that CTiP experts have appropriate knowledge on practical, innovative, and interactive methods to train state agencies on countering internal/international TiP, a Training of Trainers (ToT) will be organized for trainers from training institutions, including Prosecutor General's Office (PGO), Ministry of Internal Affairs (MIA), Police Academy, National Training Center (NTC), Supreme Court (SC), on both practice and theory on countering internal TiP with the special focus on classification of TiP crime (characterization of the offenses), investigation, victim's protection during investigation and prosecution, international and national legal frameworks, strengthening mutual cooperation and coordination with Civil Society Organizations (CSOs) and Non-governmental Organizations (NGOs) as well as other service providers to VoTs. As a result, state structures participating in the ToT will conduct cascade trainings for Law Enforcement officers across the country on the same topics, with a focus on internal TiP.

3. Tasks to be performed under this contract:

- a) Develop a five-day training of trainers (TOT) training curriculum and manual, including tentative agenda, module outline, learning objectives for each of the modules, relevant content, recommended exercises description, and guidance for trainers on the delivery of training;
- b) Deliver one five-day ToT for approximately 20-25 trainees;
- c) Review existing materials, including SOPs, existing training materials, case studies, pre/post-test, etc.
- d) Design relevant supplementary materials and tools for the curriculum, including presentation slides, case studies, other exercise tools, reference materials etc, or edit/adjust/finalize such draft materials provided by IOM;
- e) Edit the draft curriculum and supplementary materials in line with IOM and/or donor comments/recommendations, as required;
- f) Consult with the Organization on appropriate and agreed approaches to the specified tasks prior to the assumption of the tasks. Upon completion of the tasks provided to the Organization a final report on the consultancy assignment and its outcomes, offering observations on the impact of the consultancy for the national programme it is supporting and any future assignments by the Organization.

4. Tangible and measurable output of the work assignment.

- ToT curriculum and training manual for national trainers inclusive of recommendations on effective training delivery;
- Supplementary materials to the curriculum, including but not limited to, presentation slides, relevant exercise tools, and reference materials;
- A five-day ToT for local CTiP experts and trainers from the training centres under the: PGO, MIA, Police Academy, National Training Center (NTC), the Supreme Court (SC), Customs Service, and Border Guards;
- Percentage of trained instructors demonstrating improved training methods following the ToT;
- Number of recommendations proposed as a result of ToT conducted that will be included in the final report to be submitted by the international consultant;
- Trainers apply current practices in delivering a training;
- Trainers deliver proven facilitative skills to promote learner engagement, reflective practice, critical thinking, and skill acquisition;

- Trainers show mastery in delivering key training strategies commonly used; such as, brainstorming, interpretation and evaluation of cases, processing/process checks, role plays, decision making power, problem and solution, and practice sessions;
- Trainers use appropriate levels of intervention when managing difficult training situations, including disruptive learner behaviors;
- Trainers initiate a personal plan of action to strengthen their training and facilitation skill;

5. Realistic delivery dates and details as to how the work must be delivered.

The assignment will last 28 days (7 days' visit to Tajikistan and 21 days for the training curriculum and manual development).

- Material review – 7 days.
- ToT and supplementary material drafting – 12 days
- Review, edit, and incorporate feedback – 2 days
- Field trip to deliver a five-day TOT-week 7 days.

6. Performance indicators for evaluation of results (value of services rendered in relation to their cost).

- Satisfactory completion of tasks indicated in point 3;
- Timely delivery of outlines and/or drafts as indicated in point 5 and the final draft in Russian language;
- Delivery of any other tasks indicated above.
- ToT curriculum and training manual for national trainers;
- ToT supplementary materials are clearly and effectively integrated into curriculum and manual well organized;
- IOM and donor feedback is fully incorporated into the final version.

7. Minimum Qualifications:

The incumbent should have:

- Doctoral or Master's Degree, preferably in Law, International Relations, Political or Social Sciences and/or in Migration and Human Trafficking or in other related fields. Or, alternatively, a practical experience in the area of counter-trafficking;
- A minimum of ten years of experience in countering trafficking in persons, human rights, or migrant assistance, preferably with a UN/International Organization.
- Experience in developing and delivering capacity building training for practitioners;
- Ability to work with the adult audience;
- Ability to clearly communicate, express, and share ideas and knowledge with the audience both written and verbal;
- Fluency in Russian and English;
- Excellent computer skills.

Applying method: Interested candidates should submit their cover letter and CV along with their past relevant work to this e-mail address: applications.tj@iom.int or to the IOM Office located through 22A Azizbekov Street, Vtoroy proezd, **before 17:00 PM on September 29, 2021.**

Only short-listed candidates will be called for the interview.