Call for Applications
MU10.CFA2021-06

Open to Internal and External Candidates

Position Title: Consultant – Development and delivery of capacity-building sessions on Integrated Border Management in Mauritius and Seychelles

Duty Station: Home-based
Type of Appointment: Consultancy
Estimated Start Date: April 2021
Closing Date: 11 April 2021

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

IOM is committed to a diverse and inclusive environment. Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates and Non-Member States candidates, as well as external female candidates are considered as first-tier.

Context:

A stable and secure ocean has been the foundation of the massive expansion of international trade, communications and wealth across the Western Indian Ocean (WIO) region. The expansion of trade and commerce has however been accompanied by new challenges brought about by an increasingly dynamic maritime environment and increased movement of people. Maritime security comes with major challenges for countries of the WIO region and for island countries particularly. Countries of the WIO region recognize the importance of strong migration governance to combat all types of transnational organized crimes and contribute to sustainable socio-economic development in the region.

The Republic of Mauritius, a Small Island Developing State (SIDS), is one of the most prosperous economies in Africa and is both a country of origin and destination for international migration. As a high-income country, Mauritius has the opportunity to harness migration as a tool for socio-economic development. The country relies on migration as a lever for economic growth. Mauritius
is also at the crossroads of migration flows and commercial exchanges in the Indian Ocean and the Southern African region, making it a major actor in the management of maritime risks and an important hub connecting countries between Africa and Asia. In that regards, the country has an important role to play in the region and in the blue economy sector with an Economic Exclusive Zone (EEZ) of more than 1.9 million km² and is at the centre of the regional maritime security architecture, supported by international and regional institutions, which aims to combat transnational organized crimes, including smuggling of migrants and trafficking in persons.

The Republic of Seychelles, a high-income country with the second highest HDI in Africa, is also a SIDS and a country of international migration. With an EEZ of more than 1.4 million km², Seychelles plays a major role in the maritime governance and operations in the region, dealing with many maritime threats such as piracy, smuggling of narcotics, trafficking in persons and illegal fishing. The country is at the forefront in terms of piracy prosecution, improved its defense resources and judicial systems to combat piracy and other threats and risks. Since 2018, Seychelles is hosting the Regional Coordination Operations Centre (RCOC).

Since 2020, IOM in collaboration with the Indian Ocean Commission (IOC) and two regional centres, namely the Regional Maritime Information Fusion Center (RMIFC) in Madagascar and the Regional Coordination Operations Centre (RCOC) in Seychelles, is implementing a regional project aiming at enhancing migration management in the maritime context, supported by the IOM Development Fund. One of the main outcomes of the project is to strengthen capacities of key national and regional stakeholders on migration issues by delivering targeted trainings on a range of migration-related themes.

A training needs assessment conducted in Mauritius and Seychelles in 2020, targeted agencies which are involved in border management operations and migration control. It identified the concept of integrated border management as one of the key areas for capacity building interventions for national authorities and highlighted that enhancing their technical knowledge and skills in this area would contribute to improving their operations in countering migration-related transnational organized crimes.

Core Functions / Responsibilities:

Purpose of the Assignment

This consultancy forms part of a project entitled: “Supporting the Western Indian Ocean Mechanism for Maritime Security: Promoting Maritime Governance on Migration Issues in the Indian Ocean Commission Region”, financed by the IOM Development Fund and implemented by the International Organization for Migration (IOM). The project aims to contribute to strengthen Governments’ capacities in selected Western Indian Ocean countries to better understand and address the risks and threats posed by migration-related transnational organized maritime crime in the region. Result 1 of the project seeks to ensure that key stakeholders at the national and regional levels successfully integrate a vulnerability-sensitive approach to protecting migrants and the operational capacities of key stakeholders in migration management in a maritime context.

The International Organization for Migration is seeking the services of a Consultant with expertise in immigration, border management and human mobility, migration law, information technology to develop and conduct capacity-building sessions on integrated border management intended for identified key stakeholders in Mauritius and Seychelles.

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1 IOTC, 2011
Scope and objectives of the assignment:

The general objective of the trainings is to strengthen the capacities of stakeholders working in border management, by enhancing their knowledge and skills in integrated border management as well as key migration aspects and best practices, which will have in return a direct positive impact and will increase the efficiency of their daily operational work and comprehension of the multi-faceted challenges of human mobility in the sub-regional area. By completing the IBM training, stakeholders are expected to be able to apply their learning in ensuring streamlining of customs and immigration processes, timely sharing of information, enhanced capacity to detect illicit transnational crimes.

The concept of integrated border management is characterized by:

- **Intra-service cooperation**
  
  Intra-service cooperation concerns the efficient management of processes, information and resources within migration and border management agencies. It refers to interactions between:
  - Different administrative departments of a ministry or agency at headquarters;
  - Ministry/agency and regional centres;
  - Ministry/agency/regional centres and the units working at the borders; and
  - Various border crossing points, border inspection points and inland control stations.

- **Inter-agency cooperation**
  
  Inter-agency cooperation concerns the close collaboration among all national migration and border management agencies at the central level. The priority areas for inter-agency cooperation are:
  - Coordinated processing at border crossing points;
  - Integrated information technology systems; and
  - Awareness-raising and joint responsibilities.

- **International cooperation**
  
  International cooperation concerns the establishment of communication and coordination channels at the local, bilateral and multilateral levels. It refers to:
  - Local cooperation between officials on both sides of the border;
  - Bilateral cooperation between neighbouring States; and
  - Multinational cooperation, focusing on migration and border management issues.

Targeted trainings on integrated border management will be provided to key stakeholders both at national and regional levels, inter alia, RCOC Liaison Officers, as well their counterparts at national level, including border management agents, law enforcement officers, policymakers, customs agents. Special attention will be given to gender issues and sensitivity for handling cases of smuggled migrants and protection of male, female, transgender and intersex victims and included in the trainings. The expected results are increased capacities of stakeholders on integrated border management.

The Consultant is expected to develop training materials and to conduct two (2) training sessions (one for Mauritius and one for Seychelles stakeholders). The assignment will be undertaken under the overall supervision of the IOM Head of Office, in close coordination with the IOM Programme Assistant and IOM Regional Experts.

Modalities of delivery will be adapted to the Covid-19 context, hence the anticipated mode of delivery of the training will be virtual. The trainings will target a maximum of 20 to 30 participants per session, in order to ensure an environment conducive to engagement and active participation from all participants, and effective transmission of knowledge. The exact format, duration,
modalities and methodology of the training will be defined and agreed upon with the trainer(s). IOM in coordination with the consultant(s) will agree on the scope and methodology.

Responsibilities

The consultant is expected to perform the following tasks / activities:

a) **Inception report**: including methodology as to how they will approach the assignment. This will include the breakdown of work and timelines;
b) **Development and administration of pre- and post-training assessments**: to assess the level the trainees are at as a group, as well as individually and assess the level of attainment of the learning objectives
c) **Development and delivery of two (2) trainings**: The Consultant is expected to prepare a resource pack for each participant containing a selection of relevant topic of training material, working documents and presentations. The training format will include presentations, group discussions, knowledge tests and plenary discussions.
d) **Training report**: The Consultant will produce a training report, which will be a synthesis of the trainings pre and post assessments and include recommendations.

Deliverables

1. Inception report
2. Training pack
3. Delivery of two (2) trainings sessions
4. Final, print ready report

All documents are to be produced and delivered in English.

Timeline

This assignment is expected to start tentatively in April 2021, but the actual timeline is subject to change based on the date of the agreement to be signed between IOM and the Consultant.

This assignment is planned to be conducted over a period of maximum three (3) months.

Schedule of payment:

- 30% upon satisfactory completion of Deliverable 1. and 2.;
- 30% upon satisfactory completion of Deliverable 3.;
- 40% upon satisfactory completion of Deliverable 4.

**Required Qualifications and Experience**

The successful consultant should have at minimum of the following qualifications and experience:

**Education**

An advanced degree in international relations, political science, international economics, demography, statistics, development studies, social or behavioral science, migration studies, or other relevant social sciences.

**Experience**

- A minimum of 5 years of relevant professional experience working for Government or Inter-Governmental organization in fields related to immigration and border management;
• Extensive knowledge and expertise on integrated border management.
• Proven experience in developing training materials and tools as well as in delivering trainings, particularly to subject related to integrated border management.
• Extensive experience in developing training modules curriculums, manuals and tools; Proven experience of moderating trainings and/or workshops, using interactive teaching methods.

Languages

Excellent command of English is required.

Required Competencies

Values
• Inclusion and respect for diversity: encourages the inclusion of all team members and stakeholders while demonstrating the ability to work constructively with people with different backgrounds and orientations.
• Integrity and transparency: maintains impartiality and takes prompt action in cases of unprofessional or unethical behavior.
• Professionalism: demonstrates professional competence and mastery of subject matter and willingness to improve knowledge and skills.

Core Competencies
• Teamwork: establishes strong relationships with colleagues and partners; relates well to people at all levels.
• Delivering results produces quality results and provides quality services to clients.
• Managing and sharing knowledge: shares knowledge and learning willingly, and proactively seeks to learn from the experiences of others.
• Accountability: operates in compliance with organizational regulations and rules.
• Communication: encourages others to share their views, using active listening to demonstrate openness and to build understanding of different perspectives.

Other:

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances.

How to apply:

Interested candidates are invited to submit their applications to the Human Resources Unit by email to iommauritus@iom.int with clear reference of the advert (MU10.CFA2021-06) in the subject line by 11 April 2021. The application package should include:
• A letter of confirmation of interest explaining the consultant’s capacity to deliver on the assignment.
• A detailed IOM Personal History Form (P11) and personal CV, indicating all past experiences from similar assignments as well as contact details of three (3) references. The Personal History Form (P11) can be downloaded here: https://southafrica.iom.int/vacancy;
• A technical proposal (maximum 4 pages indicating the approach to the assignment, in accordance with the scope of work, methodology, expected outputs and deliverables provided for herein. The technical proposal must include a proposed timeframe, workplan and methodology.
• A 1-page detailed financial proposal indicating the consultant’s daily professional fees in USD and a breakdown of all costs.
Only shortlisted candidates will be contacted.

**Posting period:**

From 24.03.21 to 11.04.21