# PXD-IBG Consultant - Comprehensive training curriculum on rights-based, protection -sensitive, maritime interception and Search and Rescue Operations

**Organization** [International Organization for Migration](https://reliefweb.int/organization/iom)

**Posted** 8 Aug 2023

**Closing date** 14 Aug 2023

**Position Title:** PXD-IBG Consultant - Comprehensive training curriculum on rights-based, protection -sensitive, maritime interception and Search and Rescue Operations in the MENA region

**Duty Station:** IOM Regional Office for Middle East and North Africa in Cairo, Egypt (RO), (Home-Based)

**Type of Appointment:** Consultancy Contract for 5 months with possibility of extension

**Estimated Start Date:** As soon as possible

**Closing Date:** 14 August 2023

**Reference number:** CFCV/RO/2023/01

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.

***Context and Scope:***

Countries in the Middle East and North Africa (MENA) are facing high volumes of mixed migration flows to from sub-Saharan Africa and Asia. These flows are often irregular, and facilitated by criminal syndicates which transport migrants in vulnerable conditions, including women and children, across the Mediterranean Sea and along the West African Atlantic route. In this context, IOM has been extensively engaged in providing support to strengthen the capacity of relevant actors in the field of Search and Rescue (SAR) and maritime security by providing capacity building, equipment, policy support, protection and assistance to migrants in vulnerable situations.

Within the context of the project *Search and Rescue and Protection of Human Rights of Migrants at Sea,* , IOM is committed to enhancing the technical knowledge and skills of both IOM staff and relevant authorities and partners in developing integrated-rights based approach to maritime interventions, tailored to the specific migratory patterns and operational context of the region.

Through this project, IOM will produce training curricula and materials related to the application of international maritime law to the migration context (outside of this consultancy), as well as the comprehensive operational training content on rights-based, protection sensitive and vulnerability-informed handling of maritime interceptions and SAR. This operational training modules are foreseen to include regionally relevant examples and best practices relating to maritime interception and SAR, combining local necessities, international standards and proven good practices. The training objective is building the capacity of key stakeholders of maritime interception & SAR operation as well as disembarkation and reception actors on setting up, conducting & coordinating safe, rights-based, protection sensitive maritime interception and SAR operations.

**Organizational Department / Unit to which the Consultant is contributing**\*:\* RO MENA protection division/RO MENA Immigration and Border Governance division

**Category:** B Consultants.

**Tangible and measurable outputs** **of the work assignment**

*Comprehensive training curriculum on rights-based, protection sensitive, maritime interception and Search and Rescue Operations in the MENA region :* The present consultancy is expected to review, enrich and finalize the curriculum TORs, conceptualize and produce interactive, user-friendly, training modules including group exercises, case studies and other participative practical learning tools. The training modules are expected to be delivered in power point & word format. All materials shall be delivered in English. Each training module should contain a brief facilitators note.

**First deliverable** –inception report including first draft of final operational outline of the SAR curriculum with clear objectives for each module Deliverable by email by 29 August 2023 (30% of total payment)

**Second deliverable** – First Draft curriculum with case studies, exercise, simulation in English by Deliverable by email by 25 October 2023 (30% of total payment)

**Final deliverable** – Final trainings curriculum with case studies, exercise, simulation –- Deliverable by email by 25 November 2024 (40% of total payment)

The modules delivered under this consultancy will be complemented by a set of modules focused on the legal frameworks related to maritime interception and SAR delivered by another consultant. Coordination between the present consultancy and the legal consultant should be expected under the leadership of this Protection / IBG consultant.

**Performance indicators for the evaluation of results**

* Number of training modules, case studies, creative exercises produced
* Technical relevance
* Level of geographic relevance and contextualization of the proposed training material
* Level of user-friendly ness of the proposed material
* Quality and time sensitivity of communication with the project team

***Required Qualifications and Experience:***

**Education**

University Degree in International Relations, Conflict Resolution, Social Sciences, or a related field from an accredited academic institution with at least 10 years of relevant professional experience working on migration and human rights

**Experience**

* Previous experience working on human rights and protection at borders
* Strong understanding of Search and Rescue operations
* Experience in designing training curriculums and drafting training material
* Experience in coordination with government stakeholders and civil society
* Strong English proficiency
* Proven past experience in North Africa, Middle East, and/or Sub-Saharan Africa;
* Experience conducting similar studies for the International Organization for Migration.

**Languages:**

The consultant(s) is expected to be fluent in English, Capacity to draft and interact in French and Arabic is an added value.

**Travel required**

The consultant is expected to undertake field visits to two MENA within the duration of this consultancy in order to assess needs of SAR stakeholders, including Search and Rescue officials, CSOs, government services, and IOM staff. IOM will bear the costs of all travels on duty in line with IN/6 Travel Policy.

**Competencies**

**Values**

**Inclusion and respect for diversity**: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.

**Integrity and transparency**: maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.

**Professionalism**: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

Core Competencies – behavioral indicators

**Teamwork**: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.

**Delivering results**: produces and delivers quality results in a service-oriented and timely manner; is action-oriented and committed to achieving agreed outcomes.

**Managing and sharing knowledge**: continuously seeks to learn, share knowledge and innovate.

**Accountability**: takes ownership for achieving the Organization’s priorities and assumes responsibility for own action and delegated work.

**Communication**: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring, and motivational way.

***Other:***

The consultant must adhere to the International Organization for Migration (IOM) Data Protection Principles (IN/138) and maintain confidentiality.

The consultant will be responsible for following IOM writing guidelines and latest glossaries in all given assignments for accurate translation.

Any offer made to the candidate in relation to this Call for CV is subject to funding confirmation.

Appointment will be subject to certification that the candidate is medically fit for appointment and verification of residency, visa and authorizations by the concerned Government, where applicable.

**How to apply**

Interested candidates are invited to submit their applications through the following official email “ROCAIROHR@iom.int” on or before the 14 August 2023.  
Late submissions will not be considered. Applications with missing documents will be treated as incomplete and will not be considered for further assessment.

Please clearly indicate in the subject line of your email the position title and reference number “**PXD-IBG Consultant**, CFCV/RO/2023/01”