



International Organization for Migration (IOM)
The UN Migration Agency

Open to External Candidates

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| Position Title | : | IBM Training Curriculum Developer and Trainer |
| Duty Station | : | Bangkok with field travels in Thailand |
| Classification | : | Consultant (All-Inclusive fees of USD 17,500) |
| Type of Appointment | : | Consultancy Contract (January – June 2020) |
| Desired Start Date | : | As soon as possible |
| Closing Date | : | 11 October 2019 |
| Reference Code | : | CFCV046/2019 |

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.

1. ORGANIZATIONAL CONTEXT AND SCOPE:

The establishment of the ASEAN Economic Community (AEC) in 2015 marked a major milestone for regional economic integration agenda in ASEAN and has driven significant change in the job market and economic landscape for all countries in the region, including Thailand. AEC is likely to positively impact upon ASEAN economic growth and prosperity. However, it also renders the region more vulnerable to the threats of transnational crime, including human trafficking and people smuggling. According to UNODC Global Study on Smuggling of migrants 2018, more than 660,000 irregular migrants enter Thailand each year from neighbouring countries and, based on field research, more than 80% of them use the assistance of smugglers. This indicated that 550,000 migrants are smuggled from these countries to Thailand each year.

To effectively respond to this issue, it needs the national and international coordination and cooperation among all the relevant authorities and agencies involved in border security and trade facilitation to establish effective, efficient and coordinated border management, to reach the objective of open, but well controlled and secure borders. Immigration and Border Management (IBM) unit of IOM Thailand realizes the importance of the cooperation and coordination between different agencies (Inter-Agency). Inter-agency cooperation can be effective tool for combating human trafficking and smuggling of migrants. Under the implementation of 2 IBM Projects (1) “Supporting the Government of Thailand to Improve Migration and Border Management Structures in the Midst of Rapid ASEAN Integration” (hereafter Project I) and (2) “Strengthening the Border Management and Intelligence Capacity of Thai Government Officials, Phase IV” (hereafter Project II), IOM expects to achieve the following outcomes:

1. Outcome 2 of Project I: Border management and law enforcement officials adopt and implement joint good practices and new approaches in countering transnational crime;
2. Outcome 3 of Project II: Enhanced systematic inter-agency information sharing among different government agencies and relevant international law enforcement stakeholders.

By achieving these outcomes, the individual consultant (hereafter ‘IBM Trainer’), with extensive

experience in delivering trainings related to inter-agency cooperation for border management, is significantly required to support IOM Thailand in carrying out following activities.

1. Develop a specialized training curriculum (including training materials and trainer's guide), in collaboration with national partners, on inter-agency cooperation in the investigation and countering transnational crime, with a focus on case management of smuggling of migrants (Project I).
2. Conduct one 5-day Training of Trainers (ToT) for 25 Thai government officials on strengthening inter-agency cooperation with utilization of the developed curriculum (Project I).
3. Conduct three inter-agency workshops for Thai government officials on strengthening inter-agency cooperation in the province among immigration investigation officials, police inquiry officers, prosecutors and social workers (Project I & II).

Objective of the consultancy

The overall objective of the consultancy is to support the implementation of the project by developing a specialized training curriculum on inter-agency cooperation, deliver the training and workshops to multiple government agencies officials in order to strengthen border management and capacity of law enforcement officials in countering transnational crime.

2. RESPONSIBILITIES AND ACCOUNTABILITIES:

Deliverable #1

Develop a specialized training curriculum, involving training materials and a trainer's guide, in collaboration with national partners on inter-agency cooperation in the investigation and countering transnational crime, with a focus on case management of smuggling of migrants (Project I).

1.1 In close coordination with IOM Thailand staff, the IBM Trainer will meet representatives of relevant Thai government agencies and form a training Technical Working Group (TWG) to gain baseline information regarding the needs and organizational structure of Thai government agencies who get involved with the chain of investigation and case management of transnational crime including smuggling of migrants (SoM) and trafficking in persons (TIP).

1.2 Develop the specialized training curriculum for TWG review. The scope of the curriculum is

- To take stock of the findings of the Border and Migration Management Assessment (BMMA) which will be presented in December 2019, and discuss the best way to bridge the gap in inter-agency cooperation identified through meetings with relevant Thai agencies, and the TWG.
- To Include following contents:
 - Relevant agencies' responsibilities (invited participants are investigation police of Thai Immigration Bureau (investigation officers), inquiry police of provincial police stations, prosecutors and social workers, as well as their investigation and prosecution process);
 - Official frameworks governing inter-agency cooperation on border management and management of transnational crime, and challenges to take into account to enforce these framework;
 - Analysis of the elements of crimes: TOC, SoM, and TIP to facilitate the prosecution of these crimes;
 - Detailed analysis of the operational tools available in UN Convention against Transnational Organized Crime (UNTOC) to promote joint investigation (For example, Article 26-28 of UNTOC)

- Case studies and best practices of inter-agency cooperation in the region;
- Individual and group practical exercises
- To propose modules that can be used and adapted by different government bodies based on their mandate and training curricula in use for the advancement of their personnel. These modules can help understanding the regulations and frameworks in terms of dealing with TOC, SOM and TIP, as well as adopt best practices and strategies to strengthen their implementation through inter-agency cooperation;
- The training package should include a trainer’s guide, and the methodology of training as well as training materials agreed upon with main Thai agencies in charge of capacity building.

1.3 Liaise with IOM staff to ensure the training curriculum is appropriately developed and consistent with IOM’s IBM recommendations.

Deliverable #2

Deliver 5-day “Training of Trainers (ToT) on inter-agency cooperation in the investigation and countering transnational crime” by utilizing the modules developed in Deliverable#1. The objective of the ToT is to strengthen inter-agency operationalization of the principles outlined in the curriculum and guide participant on the use of these modules to bridge the gap they identify in inter-agency cooperation and prosecution of transnational crime they identify in their work. 20 target participants in high-risk border areas would further impart this knowledge with operational staff in their duty stations, and through their capacity building mechanism already in place.

In addition to the application of the training curriculum, the ToT will encompass:

- overview of laws concerning border management;
- overview of agency responsibilities (investigation, inquiry, prosecution, social protection), with a focus on identifying overlap between agencies to encourage future collaboration and coordination mechanism;
- theoretical information on new modalities of smuggling of goods and persons, trafficking in persons, irregular migration, and cross-border crimes;
- identification of gaps and challenges in addressing the prosecution of transnational crimes and implementation of frameworks for border management.
- actual and simulated case studies with group practical exercises and interaction sessions.

Deliverable #3

Deliver one 4-day and two 3-day “Workshops on inter-agency cooperation in the investigation and countering transnational crime” for total of 75 target participants, 25 at each location.

| Deliverable | Workshop | Duration (day) | Location | Output |
|--------------------|---|-----------------------|------------------|--|
| 3.1 | “Workshops on inter-agency cooperation in the investigation and countering transnational crime” | 4 | Bangkok | Establish SOP of mutual assistance in inter-agency cooperation |
| 3.2 | | 3 | Chanthaburi | Joint recommendations devised at the workshop for enhanced inter-agency cooperation in interception, investigation, and prosecution of TIP/SOM at provincial level |
| 3.3 | | 3 | Ubon Ratchathani | |

Target Participants: Investigation police officers of Thai Immigration Bureau, inquiry police officers from provincial police stations, prosecutors, and social workers.

The workshops will encompass:

- raise awareness, explore case scenarios and possible approaches;
- understand role and responsibilities of target participants in investigation and prosecution process
- identify standard operating procedures (SOP) to ensure mutual assistance while investigating, prosecuting aforementioned crimes as well as protecting victims
- Present and discuss the tools and curricula available to strengthen the capacity of front line officers in addressing these challenges.

Performance Indicators for Evaluation of Results

- Timely submission of the training materials produced.
- Satisfactory delivery of the training courses and workshop.

3. DESIRABLE 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
 - 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:

Any offer made to the candidate in relation to this vacancy notice 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 which include a brief workplan and curriculum outline and IOM Personal History Form to the IOM Bangkok Human Resources Unit at e-mail bkkrecruitment@iom.int by **October 11, 2019** at the latest. The form can be downloaded from <http://thailand.iom.int/sites/default/files/Recruitment/IOM%20Personal%20History%20Form%20with>

[%20Declaration.xls](#) Kindly indicate the reference code **CFCV046/2019** followed by your full name in the subject line.

Applications should include: a) a cover letter, indicating the dates of availability; b) a curriculum vitae; c) a duly completed IOM Personal History Form (may be downloaded from <http://thailand.iom.int/>).

Only shortlisted candidates will be contacted.

Posting period:

From 20.09.2019 to 11.10.2019