



Open to Internal and External Candidates

Position Title : **Legal Consultant**
Duty Station : **Home-Based**
Classification: **Consultancy**
Type of Appointment : **Consultant Contract (6 months)**
Desired Start Date : **As soon as possible**
Closing Date : **February 6, 2023**
Reference Code : **CFA008/2023**

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:

IOM Thailand's Labour Mobility and Social Inclusion (LMI) unit works to foster the synergies between labour migration and development, and to promote legal avenues of labour migration as an alternative to irregular migration. Moreover, LMI aims to facilitate the development of policies and programmes that are in the interest of migrants and society, providing effective protection and assistance to labour migrants and their families. Key LMI interventions include policy advice, capacity-building in labour migration management; protection of workers throughout the labour migration process; promotion of ethical recruitment and decent, including supply chains management; information-sharing and awareness-raising; and migrant training and integration.

LMI in IOM Thailand carries out various regional programmes related to Migration, Business and Human Rights (MBHR) and work extensively with multi-stakeholders: government, private sector and civil society organization (CSO). To complement to LMI interventions promoting fair and ethical recruitment and employment of migrant workers, a variety of documentations such as policy papers, guidelines, research, and training manual are developed, such as for purpose of advocacy, enhancing evidence base and capacity building.

Under the direct supervision of the Partnership and Programme Coordinator based in Bangkok, Thailand and under the overall supervision of the Head of LMI Unit, the successful candidate will contribute to the development of publications by providing support of technical legal review, legal research, analysis undertaken across all MBHR portfolio.



2. RESPONSIBILITIES AND ACCOUNTABILITIES

A consultant will carry out any or a combination of the following tasks:

- Provide technical legal review, comment, and advise on produced reports, publications and other products to ensure alignment with Thailand's national legal frameworks related to migration, labour protection, labour rights, human rights protection, Criminal and Criminal Procedure Law, anti-human trafficking, as well as international labour standards.
- Contribute to the development of the research, take part in desk review and analysis, write up summary note where is relevant to domestic and international legal frameworks.
- Conduct orientation and dissemination of knowledge to IOM staff and partners on selected topics concerning migrant workers on Thailand's national legal frameworks related to migration, labour protection, labour rights, human rights protection, Criminal and Criminal Procedure Law, anti-human trafficking, as well as international labour standards.
- Keep abreast of all news and information in relation to labour migration law and policies, trends and share such updates to LMI team.

Prior to each task/assignment, IOM will provide the consultant with concrete outputs to be delivered, in line with above mentioned tasks. While this is not committed, the consultant may expect to work on IOM's assignments 15 to 20 hours per month. Payments will be made on a monthly basis, based on hours worked.

3. REQUIRED QUALIFICATION AND EXPERIENCE

Education:

- At least a Masters' degree in Law with specific focus on international and/or Thailand national legislation related to migration, labour protection, labour rights, human rights protection, Criminal and Criminal Procedure Law, anti-human trafficking and International Labour Standards, or related field.

Experience:

- Minimum 3 years of relevant experience
- Previous experience of working with UN is an asset.
- Previous experience in providing legal advisory is a strong asset.



Skills:

- Knowledge on labour migration context in Asia and the Pacific is desired.
- Strong time management skills.
- Ability to work in a multi-cultural environment and respect diversity.
- Teamwork oriented but with a capacity to work independently.

Languages:

- Fluency in English and Thai (oral and written) is required.

4. DESIRABLE COMPETENCIES

Values

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintain 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 – behavioural indicators

- Teamwork: Establishes strong relationships with colleagues and partners; relates well to people at all levels
- Delivering results: Manages time and resources efficiently, monitoring progress and making adjustments as necessary
- Managing and sharing knowledge: Keeps abreast of new developments in own field of competence and creates opportunities for knowledge management initiatives
- Accountability: Takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work
- Communication: Encourages others to share their views, using active listening to demonstrate openness and to build understanding of different perspectives

How to apply:

Interested candidates are invited to submit their applications to the IOM Bangkok Human Resources Unit at e-mail bkkrecruitment@iom.int by **February 6, 2023** at the latest.

Kindly indicate the reference code **CFA008/2023** followed by your full name in the subject line.



Applications should include:

- a) a cover letter, indicating the dates of availability, candidate's hourly rate in US dollar for tasks described under Section 2 Responsibilities and Accountabilities
- b) a curriculum vitae
- c) a duly completed IOM Personal History Form which can be downloaded from <https://thailand.iom.int/sites/g/files/tmzbdl1371/files/documents/IOM%20Personal%20History%20Form%20with%20Declaration.xls>
- d) Sample(s) of writing such as articles, reports, or publications related to tasks described under Section 2 Responsibilities and Accountabilities

Prior to the job interview, a written examination is required and tentatively before 15 February 2023. Only shortlisted candidates will be contacted.

Posting period:

From 23.01.2023 to 06.02.2023