

### Open to Internal and External Candidates

Position Title	:	<b>Consultant to Develop ASEAN Guidelines on the Implementation of Alternatives to Detention for Children in the Context of Migration</b>
Duty Station	:	<b>Home-Based with possible travel</b>
Classification	:	<b>Consultancy</b>
Type of Appointment	:	<b>Consultant Contract</b>
Desired Start Date	:	<b>As soon as possible</b>
Closing Date	:	<b>10 July 2024</b>
Reference Code	:	<b>CFA076/2024</b>

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:

Established in 1951, the International Organization for Migration (IOM) is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, 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, the private sector, and migrants. IOM believes all migrants, regardless of their migration status, are rights holders. States, as duty bearers, have an overarching obligation to protect, respect, and fulfill the rights and fundamental freedoms of all migrants, without any discrimination, while promoting the security, well-being, and prosperity of all communities within their territories. IOM supports the efforts of States, at their request, to fulfill their responsibilities as duty bearers.

Since 2019, IOM has been working closely with the ASEAN Committee on the Promotion and Protection of the Rights of Women and Children (ACWC) to promote and protect the rights of women and children in Southeast Asia, with a particular focus on the rights of children in the context of migration. Ensuring these rights involves guaranteeing access to protection services for migrant children and developing effective policies and procedures to enhance these services. Building upon the ASEAN Declaration on the Rights of Children in the Context of Migration (ACM) and its Regional Plan of Action to Implement the ASEAN Declaration on the Rights of Children in the Context of Migration (RPA CCM), IOM and the ASEAN Committee on the Promotion and Protection of the Rights of Women and Children (ACWC) of

Thailand with funding from the United States Department of States, Bureau of Population, Refugee and Migration (PRM) propose to develop the ASEAN Guideline on the Implementation of Alternatives to Detention for Children in the Context of Migration. This Guideline provides a non-binding framework and voluntary instrument, outlining guiding principles, rights, best practices, and experiences of ASEAN Member States in promoting alternatives to detention for vulnerable migrant children in Southeast Asia.

The Guideline will be developed through whole of government and whole of society approaches to promote regional inter-sectoral mechanisms towards a holistic and multi-disciplinary approach. The development of the guideline will contribute to the implementation of the ASEAN RPA CCM and contribute to the ASEAN Member States efforts to achieve Sustainable Development Goals 3, 4, 10, 16, and 17, and the Global Compact for Migration Objectives 5, 7, and 13.

The selected consultant is expected to work closely with the technical team from IOM and UNICEF, ACWC Thailand, and the ASEAN Secretariat (Technical Working Group) to prepare a background paper and outline of the ASEAN Guideline. The consultant is also expected to prepare a zero draft of the Guideline and finalize it through various consultations with the Technical Working Group. This will be followed by presenting the draft at national and regional consultative forums to gather inputs and feedback from a wide range of stakeholders, and incorporating these inputs and feedback into the final draft of the Guideline.

## 2. RESPONSIBILITIES AND ACCOUNTABILITIES

- Participate in coordination meetings and consultative meetings with ASEAN ACWC/ACC, ASEAN Secretariat, ASEAN Sectorial Bodies, IOM, and partners as requested.
- Develop a background paper and outline of the ASEAN Guideline on the Implementation of Alternative to Detention for Children in the Context of Migration Submitted to IOM and Thematic Working Group by **30 Jul 2024**
- Develop zero draft of ASEAN Guideline on the Implementation of Alternative to Detention for Children in the Context of Migration based on the agreed background paper and outline, and subsequently submit the zero draft of the ASEAN Guideline to the Thematic Working Group by **27 Aug 2024**
- Revised the zero draft and submitted the revised version of the draft to The Thematic Working Group by **30 Sep 2024**
- Present the revised draft to the ACWC and Other ASEAN Sectorial Bodies by **15 November 2024**
- Revise and consolidates all the feedback to the final draft of the Guideline to the Thematic Working Group by **18 December 2024**

- Present the final draft to the ACWC and Other ASEAN Sectorial Bodies by **30 Jan 2025 for final endorsement**

### **3. REQUIRED QUALIFICATION AND EXPERIENCE**

#### **Education:**

- Master's degree or higher in any field related to Social Sciences, Social Work, Political Science, Migration, Human Rights and Child protection from an accredited academic institution

#### **Experience:**

- At least 10 years of experience in child protection, migration, and human rights issues in Southeast Asia;
- In depth knowledge and experience on the implementation of child protection measures including alternatives to detention. This includes knowledge of the international standards, regulations and policies in the field of child protection and Alternatives to Detention, and knowledge about the authorities and organizations active the field;
- Significant practical experience and knowledge of working with diverse national stakeholder groups, including with governmental partners on the development of networks, working groups, common standards and procedures, advocacy and technical capacity development on child protection;
- Sound knowledge of the international standards, regulations and policies in the field of child protection and Alternatives to Detention;
- Experience working with an international or intergovernmental organization is an advantage;
- Experience working with the ASEAN Secretariat and ASEAN Member States on issues related to child protection and migration.

#### **Skills:**

- Excellent analytical and reporting skills;
- Ability to work effectively in a politically sensitive environment and exercise discretion, impartiality, diplomacy and neutrality;
- Excellent presentation and representational skills;
- Capacity to work independently with minimal supervision;
- Personal commitment, efficiency, and flexibility;

- Gender-sensitive, culture-sensitive, and able to work with colleagues from diverse cultural backgrounds;
- Demonstrated ability to work under pressure and meet deadlines.

**Languages:**

- Fluency in English (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.
- Courage: demonstrate willingness to take a stand on issues of importance.
- Empathy: shows compassion for others, makes people feel safe, respected and fairly treated.

**Core Competencies – behavioural 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***

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.



Only candidates residing in either the country of the duty station or from a location in a neighboring country that is within commuting distance of the duty station will be considered. In all cases, a

prerequisite for taking up the position is legal residency in the country of the duty station, or in the neighboring country located within commuting distance, and work permit, as applicable.

***How to apply:***

Interested candidates are invited to submit their applications to the IOM Bangkok Human Resources Unit at e-mail [bkkrecruitment@iom.int](mailto:bkkrecruitment@iom.int) by **10 July 2024** at the latest.

Kindly indicate the reference code **CFA076/2024** 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 which can be downloaded from [this link](#).
- d) Technical and Financial Proposal

Only shortlisted candidates will be contacted.

***Posting period: 28.06.2024 – 10.07.2024***