



IOM International Organization for Migration

CALL FOR CVS

Position	:	Consultant /Protection and Counter Trafficking Mainstreaming)
Organizational Unit	:	MHPSS
Duty Station	:	Maiduguri
IOM Classification	:	Consultant
Type of Appointment	:	Consultancy, 6 months
CFCV No.	:	CFCV2020/073
Estimated Start Date	:	As soon as possible
Closing Date	:	Thursday 12th November, 2020

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.

Objective:

The focus of this assignment will be in-depth protection and Counter Trafficking mainstreaming indicators of the activities and all the projects of MHPSS/Protection Unit in North East Nigeria. To be in a position to accomplish this task, the consultant will need to do a thorough review of the project background and its aims, protection and counter trafficking activities to date. The Consultant would be expected to study the project activities and results from a protection and counter trafficking perspective; conduct an analysis of the project components and the fields of intervention; and identify opportunities and constraints for mainstreaming protection and counter trafficking both at the activity design and report delivery stages of programme delivery. Providing recommendations on protection/counter trafficking- specific information-gathering and collection of disaggregated data for use in implementation of activities.

Context:

Humanitarian actors have a shared responsibility for mainstreaming protection across the Joint Response Plan (JRP). Sectors and partners are responsible for ensuring activities within the scope of their sectorial response plans integrate protection principles and standards. In line with the 2020 JRP and the objective of ensuring age, gender, and diversity approaches, and in order to facilitate the process of protection mainstreaming across the response, the Protection Sector will institute Protection Mainstreaming Focal Points. Through joint engagement between Protection Working Group (PWG), The PWG Task Team (PWG TT), and the Protection Mainstreaming Focal Points (PM FPs), efforts will be scaled up to integrate protection principles into the delivery of assistance and services so that Sectors and service providers can ensure response activities target the most vulnerable, enhance safety, dignity, and promote and protect the rights of the beneficiaries in line with the "DO NO HARM" principle and without inadvertently contributing to, or perpetuating discrimination, abuse, violence, neglect and exploitation. With the above objective in mind, Protection Sector aims to provide guidance, trainings, and technical advice on protection mainstreaming to Sector staff and Sectorial partners through Protection Mainstreaming Focal Points who will be guided by the PWG Task Team in actively supporting and

engaging with existing Sectors.

During displacement majority of the crisis-affected people have experienced extreme violence, and loss of family members, social connections, and property; they have accumulated and protracted stress, and are suffering from a deterioration in living conditions, a disruption of pre-existing protective mechanisms and a lack of access to essential services, such as health and education. Displaced populations face grave protection risks and violations such as exploitation and abuse, arbitrary and extended detentions, family separation, restrictions on freedom of movement and insecurity.¹ Vulnerabilities are seen exacerbated by pre-existing and emergency induced mental health and psychosocial problems faced by the affected population. This is particularly true in terms of the most vulnerable sub-groups of the population, including the elderly and chronically sick, persons with physical and mental disabilities, female- and child-headed households, unaccompanied and-or separated children, adolescent boys and girls, pregnant and/or lactating women and people returning from captivity. Also, there is a growing body of evidence demonstrating that humanitarian crises, such as armed conflicts, natural disasters, and protracted unrest, can lead to an increase in Trafficking in Persons (TiP). This is especially true in the context of largescale internal and/or cross-border movements. TiP is a grave violation of human rights and a serious crime in international law and Nigerian national legislation. Through deception, coercion, physical or psychological threats, or the abuse of their position of vulnerability, victims of human trafficking may be exploited in various forms including, but not limited to, forced labour, begging, organ removal, sexual exploitation, or forced marriage.

Core Functions / Responsibilities:

1. The Protection Mainstreaming expert will be the referral point within the Unit and regularly attend Sectorial meetings and provide needed insights and support on mainstreaming protection (act as a catalyst)
2. In consultation with the Protection project officer, ensure timely responses and feedbacks to questions presented by Sectors
3. Based on the established training modules / materials, conduct trainings to Sector staff and partners. Identify needs of capacity building and inform identified needs to the Protection Project officer
4. Provide insight to the MHPSS Programme manager on key strategic activities/approaches based on engagement with the Sectors as well as identify challenges where targeted support is required.
5. Implementation of PM workplan established by the MHPSS/Protection Unit.
6. Protection mainstreaming expert will track the mainstreaming work plan and produce progress report to the MHPSS Programme Manager
7. In coordination with the Protection Project Officer and GBV project officer, engage in the development of key guidance notes which contributes towards programming of the Unit response for the different donors

¹ Humanitarian Response Plan for Nigeria 2019 – 2021

Realistic delivery dates and details as to how the work must be delivered.

The expected deliverables will be the following:

S/N	Task	Timeline
a	Contribute in establishing comprehensive prevention and risk mitigation model based on main findings from a data collection system with indicators, to enable identifying patterns, trends, and conduct more rigorous evaluation of prevention programme in the north east of Nigeria.	4 th month of the consultancy
	To improve and define set of protection indicators that can be integrated with information tracking system that will help identify and analyze the determinants and risk factors of protection concerns, while adapting MHPSS planning and programming aimed at strengthening knowledge management among displaced persons in Northeast Nigeria.	3 rd Month of the consultancy
	Conduct one protection assessment to identify protection risks, threats, contributing factors, gaps in available services and understand coping strategies that exists.	2nd Month of the consultancy
	Draft a comprehensive document that will analyze risks from the data collected and develop a wider range of strategies and activities that will reduce protection risk, threats, vulnerabilities and increase capacities. Including a chapter on systematization of statistics available.	4 th Month of the consultancy
	Put in place a comprehensive protection strategy (including CT in crises and GBV) on prevention, protection, and prosecution in response to the needs of the affected population in NE Nigeria.	4 th and 5 th Month of the Consultancy
	Strengthening data and information-sharing (particularly amongst law enforcement and protection sector actors), while evaluating and strengthening existing tools to foster due diligence; Protection strengthening capabilities that identify, assist and protect population vulnerable to human trafficking and other threats in conflict.	3 rd and 6 th month of the consultancy
	Establish an evaluation strategy Systematic work with Best Practice and Lesson Learned connected to capacity building. Systematize the training of law enforcement bodies and other trainings conducted in protection mainstreaming. The consultant should integrate a gender analysis of survivors and identify areas of improvement to improve identification and detection of victims, as well the referral mechanisms	5 th Month of the consultancy
	Coordinate the implementing in the field/AoR the mainstreaming of protection key messages and strategies for all initiatives, current and pipeline. Support the protection team, in coordination with relevant project management team in the Area of Responsibility (AoR), in protection mainstreaming planning and integration in the project implementation activities in the field. Participate in the Protection cluster, Anti trafficking task force and other working groups or related AoR mechanisms on Sexual Gender-based Violence (SGBV) prevention including Protection for Sexual Exploitation and Abuse (PSEA) and Inter Agency Standing Committee (IASC) guidelines, and counter-trafficking. Take part in the protection team's periodic as well as ad hoc meetings for the project and relevant counterpart mechanisms. Assist in the development and facilitation of mandatory protection training (e.g. PSEA, CT in crisis etc) for all project/field staff, consultants, and local partners. Undertake duty travel to project AoR to provide support and quality checks to field colleagues and implementation progress. Propose measures that will improve efficiency and	1, 2,3, 4, 5 month of the consultancy

	quality of project implementation.	
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Tangible and Measurable Output of the Work Assignment:

- 1- **Define set of protection indicators that can be integrated with information tracking system** that will help identify and analyze the determinants and risk factors of protection concerns, while adapting MHPSS planning and programming aimed at strengthening knowledge management among displaced persons in NE Nigeria
- 2- **Conduct one** protection assessment to identify protection risks, threats, contributing factors, gaps in available services and understand coping strategies that exists
- 3- **Draft a comprehensive document that will analyze** risks from the data collected and develop a wider range of strategies and activities that will reduce protection risk, threats, vulnerabilities and increase capacities. Including a chapter on systematization of statistics available
- 4- Establish an evaluation strategy Systematic work with Best Practice and Lesson Learned connected to capacity building. Systematize the training of law enforcement bodies and other trainings conducted in protection mainstreaming. The consultant should integrate a gender analysis of survivors and identify areas of improvement to improve identification and detection of victims, as well the referral mechanisms
- 5- Submitting monthly reports on the support provided to coordinate with relevant project management team in the Area of Responsibility (AoR), in protection mainstreaming planning and integration in the project implementation activities in the field.
- 6- Submitting periodic updates to protection cluster, Anti-trafficking task force and other working groups or related AoR mechanisms on Sexual Gender-based Violence (SGBV) prevention including Protection for Sexual Exploitation and Abuse (PSEA) and Inter Agency Standing Committee (IASC) guidelines

Required Qualifications and Experience

- Relevant Master’s degree in Psychology, Anthropology, Social Work or a related field from an accredited academic institution with five years of relevant professional experience; or
- University degree in University degree in the above fields with seven years of relevant professional experience.
- Professional accreditation with a recognized psychological or psychotherapeutic or counselling or social work association-society a distinct advantage.
- Enough understanding of protection principles and experience in implementation of protection projects including engagement with community-based structures
- Knowledge of and experience in existing coordination structures in North East Nigeria and at camp-level as the Protection Mainstreaming Expert will be closely working with Sector staff and partners
- Protection mainstreaming expert will be engaged in capacity building activities and as such need to have a good level of training facilitation skills
- Strong communication skills as they need to provide verbal/written feedbacks
- Analytical skills and report writing experience
- Required to have clarity of the Protection Sector JRP strategy in North East Nigeria and is further willing to expand knowledge of Protection Mainstreaming Standards.
- Extensive experience in operational role, field implementation and capacity-building on prevention of SGBV, protection mainstreaming, counter-trafficking.
- Demonstrated ability to lead and coordinate multiple activities and to work effectively and harmoniously with colleagues from varied cultures and professional backgrounds.
- Demonstrated experience in case management and victim/survivor client-relations;
- Proven record of good professional relationships with governmental authorities, national, regional, and

international institutions as well as civil society actors including service providers.

- Good knowledge of project formulation, administration and evaluation techniques and practices.

Languages

For this consultancy, fluency in English is required (oral and written). Fluency in multiple local languages advantageous

1 Accredited Universities are the ones listed in the UNESCO World Higher Education Database (<https://whed.net/home.php>).

Required 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: 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.

Others

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.

Women are encouraged to apply

How to apply:

Interested candidates are invited to submit applications via email to **HRNIGERIA@iom.int** indicating position applied on subject line **by Thursday 12th November 2020**.

For the applications to be considered valid, IOM only accepts applications with a cover letter not more than one page specifying the motivation for application, addressed to **Human Resources, International Organization for Migration (IOM)** and with a subject line **CFCV2020/073 Consultant /Protection and Counter Trafficking Mainstreaming. Maiduguri**

All applications should include a functional email address, mobile numbers and detailed curriculum vitae (CV).

Posting period:

From 30.10.2020 to 12.11.2020