



International Organization for Migration (IOM)
The UN Migration Agency

OPEN TO EXTERNAL CANDIDATES

Position Title : **Curriculum Developer**
Duty Station : IOM Country Office in Cairo, Egypt
Type of Appointment : Consultancy Contract, six months with possibility of extension
Estimated Start Date : As soon as possible
Reference Code : **CFCV/2018/01**
Closing Date : January 23, 2018

Context:

Established in 1951, the International Organization for Migration (IOM) is the leading inter-governmental organization in the field of migration with 166 member states, a further eight states holding observer status and offices in over 150 countries. IOM's over 9,000 staff members worldwide are dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

Egypt became an IOM Member State in 1991 and has since been represented at the annual Council, actively contributing to the Organization's global policies and programmes, as well as approving its activities, accounts and expenditures. IOM Mission to Egypt ensures that all activities are in line with national government priorities to assist the Government of Egypt in achieving national and international development goals. IOM Egypt's work on issues related to migrant smuggling and human trafficking fall under the umbrella of the Migrant Assistance Division. These interventions are undertaken in close coordination with national counterparts, the UN country team and relevant national stakeholders.

In 2010, Egypt passed the anti-trafficking Law 64/2010 and, following the adoption of the Law, IOM worked closely with the relevant government institutions on capacity building activities. In October 2016, the Government of Egypt issued the five-year National Strategy on Preventing and Combating Human Trafficking. While the Law is the key legal instrument for combatting trafficking of persons, the National Strategy outlines the general framework for tackling human trafficking by employing the 3P Paradigm (Prevention, Prosecution and Protection). In the same month, October 2016, the Parliament passed the anti-smuggling law 82/2016, which led to the formation of the National Coordinating Committee on Combating and Preventing Illegal Migration and Trafficking in Persons (NCCPIM&TIP) which is also responsible for the implementation of the 2016-2026 National Strategy on Combating Illegal Migration and its two-year action plan.

In this context, IOM is seeking to hire a curriculum developer to lead the development of two specialized training curriculums in order to enhance judges and prosecutors' capacity to address trafficking in persons and migrant smuggling cases with an emphasis on decriminalizing and protecting the victims and migrants. Upon consent of NCCPIM&TIP, Ministry of Justice and the Office of Prosecutor General the curriculums will be established in partnership with the National Centre for

Judicial Studies (NCJS) and facilitated by an equal number of senior judges and prosecutors. The consultant is expected develop the training curriculums by chairing joint task force formed of representatives of the relevant national institutions, subject matter experts, senior judges and prosecutors. The activity will be implemented within the framework of two IOM projects *Strengthening Egyptian Governmental Efforts to Combat Trafficking in Persons (STRENGTH)* and *Preventing and Responding to Irregular Migration in Egypt (PRIME)* which are funded by the Netherlands and the United Kingdom.

1. Nature of consultancy

Consultancy for the development of specialized counter trafficking in persons and migrant smuggling training curriculums for judges and prosecutors.

2. Consultancy objective

The objective of the consultancy is to provide IOM with expert support in developing specialized training curriculums for judges and prosecutors in order to:

- Raise awareness, knowledge and skills about countering trafficking in persons and migrant smuggling amongst legal professionals;
- Provide a strong and sustainable capacity building mechanism for senior prosecutors and judges, who are responsible for prosecuting and trying trafficking in persons and migrant smuggling cases.

3. Scope of work

The development of the specialized training curriculums on countering trafficking in persons and migrant smuggling is in line with NCCPIM&TIP's 2016-2021 National Strategy for Combating and Preventing Human Trafficking and 2016-2026 National Strategy on Combating Illegal Migration. Under the overall guidance of the IOM Egypt Head of Migrant Assistance Division and the direct supervision of the relevant Project Officer, the consultant is expected to:

1. Review existing training curriculums available for judges and prosecutors on countering trafficking in persons and migrant smuggling – in Egypt and internationally;
2. Develop a detailed plan for the development of two training curriculums for judges and prosecutors;
3. Facilitate two workshops for senior judges and prosecutors to assess current capacities and gaps in key learning areas on countering trafficking in persons and migrant smuggling to increase judges and prosecutors' knowledge and skills to prosecute and try these crimes;
4. Lead the development of comprehensive counter trafficking in persons and migrant smuggling training curriculums, including self-assessments, interactive modules (including video tools, online and in-person learning activities), supplementary manuals/materials and evaluation mechanism – this should be done in close coordination with the subject matter experts, IOM and relevant national stakeholders;
5. Review the developed training materials to ensure that they are fit for purpose;
6. Chair the joint task force with subject matter experts and senior judges and prosecutors for the development of the training curriculums;
7. Develop a delivery plan for each training curriculum that describes staff requirements and necessary tools and equipment;

8. Lead the delivery of the Training of Trainers (ToT) on combatting trafficking in persons and migrant smuggling with the support of international experts on the topic areas;
9. Support NCJS in the roll out of the curriculums through two pilot sessions;
10. Prepare a report assessing the two pilot sessions and recommendations for improvement, if any;
11. Prepare progress updates on the development of the training curriculums;
12. Undertake any other duties as may be assigned by IOM and the relevant Project Manager.

5. Expected deliverables & schedule

Deliverables are expected to be drafted in English.

Output	Delivery date
1. Develop a detailed plan for the development of a training curriculum for judges and prosecutors.	February/March 2018
2. Facilitate two workshops for senior judges and prosecutors to identify current capacities and gaps of the judiciary in key learning areas on countering trafficking in persons and migrant smuggling to increase judges and prosecutors' knowledge and capacities to prosecute and try these crimes.	March 2018
3. Complete workshop reports with assessments on judges and prosecutors' current capacities and gaps in key learning areas on countering trafficking in persons and migrant smuggling.	March 2018
4. Lead the development of comprehensive counter trafficking in persons and migrant smuggling training curriculums, including self-assessments, interactive modules (which include video tools, online and in-person learning activities), supplementary manuals and evaluation mechanism.	July 2018
5. Develop a delivery plan for each training curriculum that describes staff requirements and necessary tools and equipment	July 2018
6. Lead the delivery of the Training of Trainers (ToT) on combatting trafficking in persons and migrant smuggling.	July 2018
7. Support NCJS in the roll out of the curriculums through two pilot sessions (one for each curriculum)	TBC
8. Regular progress reports	Every two weeks starting week 2 of the assignment

6. Management arrangements

The consultant will work under the overall guidance of the IOM Egypt Head of Migrant Assistance Division and the direct supervision of the relevant Project Manager. The consultant is required to submit draft documents to IOM for comments in line with the agreed upon delivery schedule. Final validation of the consultancy will be sought by IOM from the Government of Egypt.

7. Professional Qualification

Education

- Bachelor's degree in education, pedagogy, social science or other relevant discipline from an accredited academic institution – post-graduate degree is an asset;
- Training of Trainers (ToT) certification or demonstrated equivalency.

Experience

- 8-10 years' experience in related field;
- Proven track record in training curriculum and pertaining materials development;
- Experience in capacity building and coordination;
- Demonstrated experience in adult education.

Competencies

- Proven ability to demonstrate innovative thinking and stimulate an environment that fosters learning;
- Innovative ideas for training curriculum development and training provision;
- Experience working and conducting trainings with public institutions;
- Proven analytical, interpersonal and organizational skills;
- Fluency in English required. Arabic and French is an asset.

8. Other

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.

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

9. Application requirements

Interested candidates are invited to submit their **application** and **cover letter** not later than **Tuesday, 23rd of January 2018**, at **17:00** O'clock, Cairo time on www.egypt.iom.int

In addition, please note that only the applications which would have been duly done, and which would have been submitted and received through IOM website within the announced time frame would be valid & considered for the announced vacancy.

Kindly note that for efficiency reasons, only shortlisted candidates will be contacted.