



International Organization for Migration (IOM)
The UN Migration Agency

Position Title : **CONSULTANT (Protection/ToT Trainer)**

Duty Station : **Maiduguri, Nigeria**

Classification : **Consultant, Grade OTHE**

Type of Appointment : **Consultant, Three months**

Estimated Start Date : **As soon as possible**

Closing Date : **23 July 2018**

Established in 1951, 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 and migrants.

Context:

Nature of the consultancy:

Develop a Training of Trainers (ToTs) manual in coordination with the existing police training programmes, international standards, local legislation, and relevant sectors.

Background:

The conflict that continues to affect North-East Nigeria has caused the displacement of almost 1.9 million individuals throughout the country, most of whom have sought refuge in host communities and Internally Displaced Person (IDP) camps and camp-like settings in the states of Borno, Adamawa (IOM DTM Report, round 23, June 2019). Despite the fact that some IDPs have started to return to their villages of origin after relative security has been restored and more areas are now accessible to humanitarian actors, living conditions for conflict-affected populations remain dire, particularly for vulnerable individuals such as women and children who are at high risk of abuse from insurgents, security agents and other members of the community.

One third of the female displaced population in North East Nigeria has suffered some form of sexual violence, whereas a fifth manifested having been victims of physical violence . Even though the majority of incidents of Gender-Based Violence (GBV) and trafficking in persons (TIP) remain unreported and victims often do not seek help due to fear of retaliation by the culprit or stigmatization by their community, perpetrators have been widely identified as being Boko Haram insurgents, members of the police and armed forces, and in some cases intimate partners or members of host communities or camps. And as cases of GBV and TIP continue to be a common occurrence in IDP camps and host communities, there is an increasingly urgent need to roll out interventions aimed at protecting vulnerable individuals. Therefore, the proposed project seeks to contribute to the improvement of living conditions and protection of IDPs and affected populations in Nigeria's North East states.

Project Objective:

This project will contribute to the reduction in impunity for and number of GBV and TIP incidents in IDP camps and host communities in North East Nigeria through mass sensitization campaigns and the promotion of increased accountability.

Targeted Areas:

Adamawa, and Borno States; the three most crisis affected areas in North Eastern States of Nigeria.

Outcome 1:

Improving response to GBV and TIP by Nigerian law enforcement agencies to ensure key actors can effectively contribute to GBV and TIP response in IDP settings.

Outputs 1.1

Officials of the security forces are aware of the risk of SGBV and TIP and have the skills and knowledge to promote the application of Nigerian law and international protocols to prevent and respond to incidents of SGBV and TIP

Output 1.2

Nigerian police force deployed to IDP camps and host communities have the skills and knowledge to identify potential victims of SGBV and/or TIP and prevent, respond and investigate such incidents in accordance with Nigerian law and international protocols

The program aims at expanding the mitigation of and response to SGBV, SEA and TIP in the states of Adamawa and Borno through the following interventions:

- Enhancing Nigeria Police Force (NPF) and Nigeria Security and Civil Defense Corps (NSCDC) efforts to prevent, respond to, and investigate acts of SGBV, SEA, and TIP;
- Building the capacity of female police units deployed as 'protection officers' in IDP camps and host communities to work on prevention, identification of, responses to, and investigation of SGBV, SEA, and TIP,

Purpose of the Consultancy:

IOM Nigeria is seeking a consultant with versed experience in developing training manuals on SGBV and TIP the consultant who will be under the overall supervision of the Project Manager (MHPSS), and the direct supervision of the Project Officer (Protection) , will contribute to the implementation of the projects as part of the IOM emergency response in North East Nigeria.

The consultancy will focus on developing a training manual for Training of Trainers (ToTs) for police .

Provision of training on responding to SGBV- police officers

The government of Nigeria is looking at further deployment of police officers into IDP sites. As police officers are deployed, and more particularly female officers, there is an opportunity to ensure that they are equipped to handle reports and respond safely and ethically to such cases. Police officers have reported receiving complaints of sexual exploitation and abuse and were unsure on how to proceed with such reports. The training module, developed based on the initial findings and mapping, will include components on key SGBV concepts, equipping the participants with knowledge on survivor centered support and encourage implementation of such approach as much as possible within existing constraints, and understanding the judiciary and legal framework in order to provide direct response to SGBV and TIP survivors and other affected population. Officers in SGBV response which will also encourage a sustainable approach beyond the term of the project. This component seeks to reinforce the capacity of the NPF to act against acts of SGBV, whether the perpetrator is a member of its forces, or not. The participation of female police officers aims to encourage trust amongst survivors to report cases, increasing accountability for SGBV while also deterring potential aggressors. The training

should be led by the police officers that were trained initially by IOM. However, IOM will continue to lend support by assisting the newly trained officers while delivering on the job mentoring. This will provide immediate feedback, ensure that the materials are used and conveyed appropriately and to model facilitation skills. Ideally the trainers chosen to participate would be the identified by SGBV focal point and already existing trainers. The proposed activities will ensure that law enforcement are integrated into the development of a community-based complaint mechanism and SGBV and TIP referral systems. Therefore, this component of the project will entail the strengthening of the response provided by the NPF and NSCDC to incidents of SGBV and TIP.

Core Functions / Responsibilities:

Scope of work:

The consultant will undertake the following tasks:

- Develop a manual for Training of Trainers (ToTs) which will be used to ensure continuous training of police officers in SGBV response.
- Conduct a pilot testing of the training curriculum. Conduct a validation workshop on the training manual developed on response to SGBV.

Tangible and measurable output of the work assignment:

The consultancy shall be guided by work related and behavioural ethics that include but not limited to: ability to effectively apply knowledge of GBV, TIP and SEA concepts in the execution of responsibilities at appropriate level; maintain confidentiality and discretion in appropriate areas of work; demonstrate skills at developing contextually relevant training materials; is familiar with the relevant global guidelines and standards, especially within the context of forced displacement.

The consultancy shall also be guided by behavioural skills of the consultant such as: ability to take responsibility and manages constructive criticism; work effectively with all clients and stakeholders; promotes continuous learning and communicates clearly; takes initiative and drives high levels of performance management; plan work, anticipates risks and sets goals within area of responsibility; display mastery of subject matter; contributes to a collegial team environment; creates a respectful office environment free of harassment and retaliation and promotes the prevention of sexual exploitation and abuse (PSEA); incorporates gender-related needs, perspectives, and concerns, and promotes equal gender participation; display awareness of relevant technological solutions; work with internal and external stakeholders to meet resource needs of IOM; demonstrate good communication skills and ability to work in a stressful environment.

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

Successfully develop a comprehensive Sexual Gender Based violence (SGBV) and Trafficking in persons (TIP) response training curriculum in coordination with existing police training programmes, international standards, local legislation and SGBV and TIP sub-sector actors. Submit the final manual by end September 2018

The Nigerian Police Force receives and validates a training manual developed by IOM on SGBV response.

Performance Indicators for evaluation of results (value of services rendered in

relation to their cost):

The consultancy shall be evaluated by the following performance indicators:

- Timely execution of assigned responsibility
- 80% satisfaction reported in coordination activity/ability of the consultant
- 80% validation of final manual submitted by the consultant
- 80% satisfaction reported in the overall performance evaluation of the consultant

N.B.: The payment will be processed upon submission of the Final manual.

Payment Methodology

Payment will be made 100% upon submission and approval of the Training Manual and all tasks as mentioned under this Consultancy Contract and annexures attached herewith.

Duration of the contract

The Consultancy Contract will be for a duration of Three Months.

Required Qualifications and Experience:**Education**

- Completed University Degree in relevant social sciences field; preferably in Human Rights, International Relations etc.

Experience

- Experience in Protection mandatory;
- Experienced in developing training manuals on Sexual Gender Based Violence (SGBV) and trafficking in persons (TIP) required;

Languages

- Fluency in English is required. Working knowledge of local languages is an advantage.

Desirable Competencies:**Behavioral**

- Accountability – takes responsibility for action and manages constructive criticisms
- Client Orientation – works effectively well with client and stakeholders
- Continuous Learning – promotes continuous learning for self and others
- Communication – listens and communicates clearly, adapting delivery to the audience
- Creativity and Initiative – actively seeks new ways of improving programmes or services

- Leadership and Negotiation – develops effective partnerships with internal and external stakeholders;
- Performance Management – identify ways and implement actions to improve performance of self and others.
- Planning and Organizing - plans work, anticipates risks, and sets goals within area of responsibility;
- Professionalism - displays mastery of subject matter
- Teamwork – contributes to a collegial team environment; incorporates gender related needs, perspectives, concerns and promotes equal gender participation.
- Technological Awareness - displays awareness of relevant technological solutions;
- Resource Mobilization - works with internal and external stakeholders to meet resource needs of IOM.

Other:

Note

- The appointment is subject to funding confirmation.
- Appointment will be subject to certification that the candidate is medically fit for appointment or visa requirements and security clearances.
- No late applications will be accepted.

How to apply:

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 23 July 2018 at the latest, referring to this advertisement.

For further information, please refer to:

<http://www.iom.int/cms/en/sites/iom/home/about-iom-1/recruitment/how-to-apply.html>

In order for an application to be considered valid, IOM only accepts online profiles duly completed.

Only shortlisted candidates will be contacted. You can track the progress of your application on your personal application page in the IOM e-recruitment system.

Posting period:

From 10.07.2018 to 23.07.2018

Requisition: CON 2018/37 - CONSULTANT (Protection/ToT Trainer) - Maiduguri, Nigeria (55560943)

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